



# Professional Development **CURRICULUM**



**Aspiration  
Integrity  
Resilience**

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## SECTION ONE

# Our Vision

At Children First we are relentlessly focused on pupil outcomes and we know that there is clear evidence that high-quality CPD for teachers has a significant effect on pupils' learning outcomes.

*Evidence review: The effects of high-quality professional development on teachers and students 2020.*

Our professional development curriculum is designed to provide teachers and leaders of learning with a package that is in line with the Education Endowment Foundation, *Effective Professional Development* guidelines focusing on:

- The building of knowledge
- Motivating staff
- Developing teaching techniques
- Embedding practice.

We break down our professional learning offer for educators by career phase, ensuring a golden thread of development throughout time with us.

If our teachers are to be excellent educators, they need to be surrounded by a support team that is the very best; so our professional development curriculum provides rich development opportunities for all of our colleagues.

A full induction programme is provided for any new starters and targeted individual development is mapped through the Trust's annual appraisal scheme.

We want our entire staff team to thrive, being the best they can, so that we can truly put **Children First.**



SECTION TWO

# Our Tiered Approach



TIER ONE  
**SCHOOL LEVEL**  
CPD

What is available to colleagues  
within the school

TIER TWO  
**TRUST PARTNER**  
CPD

What is available to colleagues  
through links with our partners

TIER THREE  
**TRUST CO-ORDINATED**  
CPD

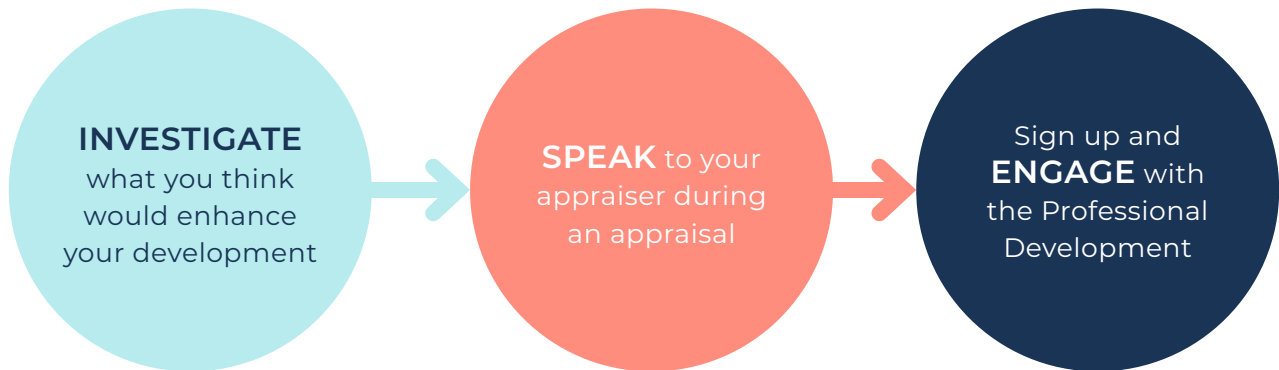
What is co-ordinated  
centrally by the Trust

## SECTION THREE

# Engagement

### How do I engage with the offer?

#### TIER ONE and TIER TWO



#### TIER THREE

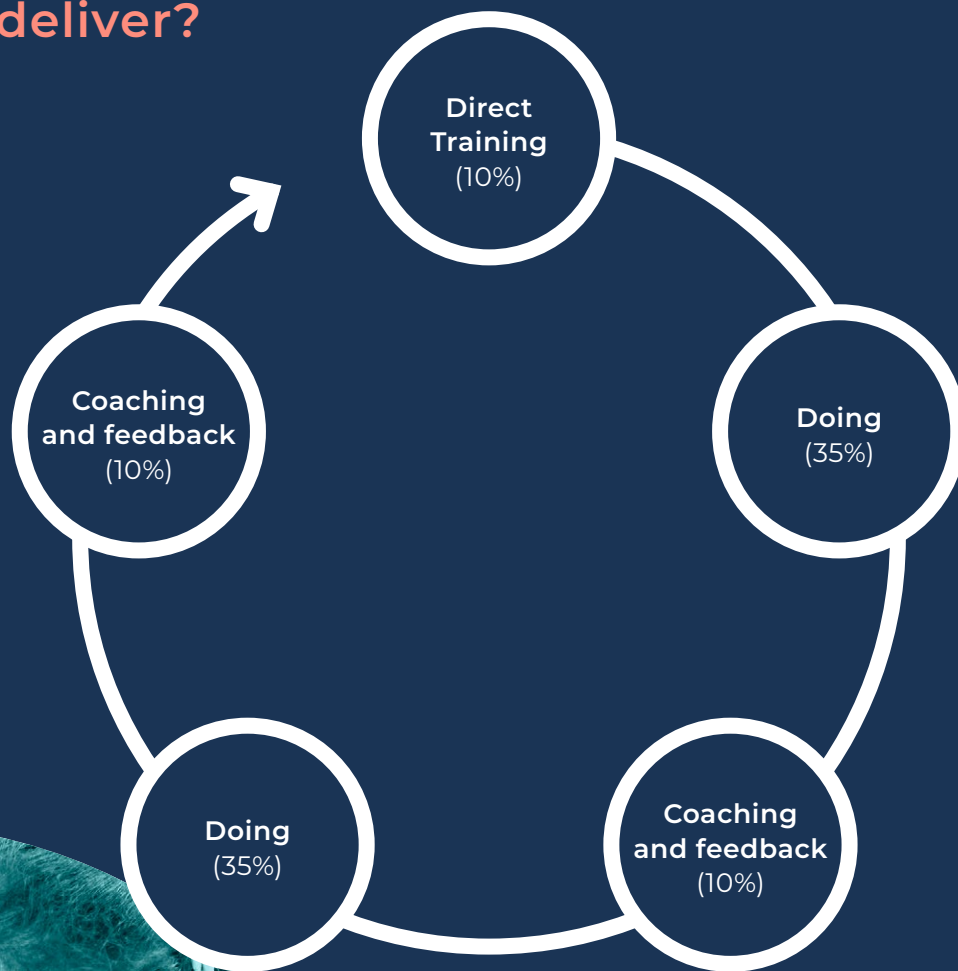


## SECTION FOUR

# Delivery

### How do we deliver?

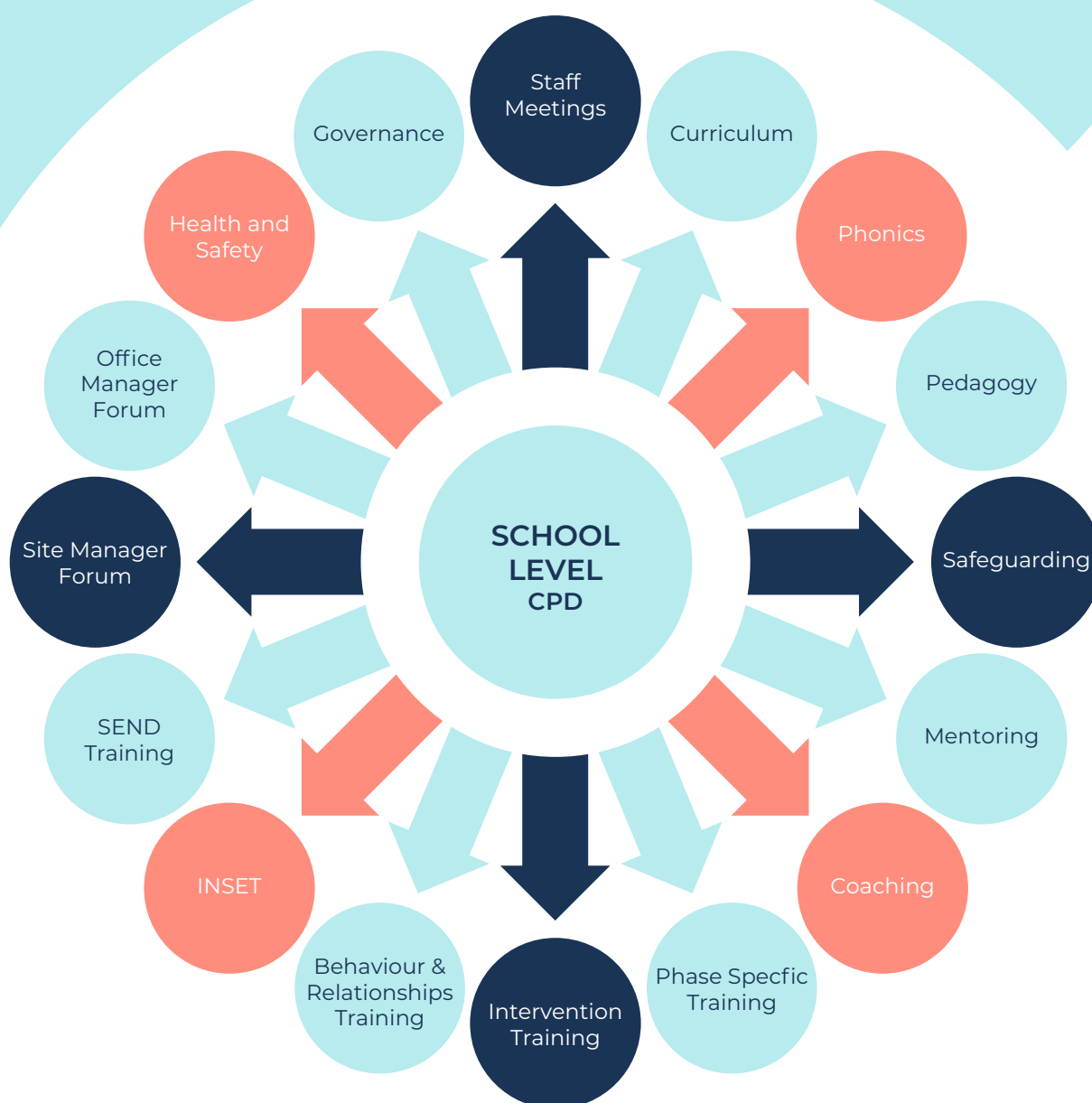
All aspects of our Professional Development Curriculum will be delivered in the following way:



## SECTION FIVE

# School Level Professional Development (Tier 1)

This diagram shows what is ordinarily available to colleagues within school. This may slightly vary school to school and is not exhaustive:





## SECTION SIX

# Trust Partner Professional Development (Tier 2)

The Trust has developed a close partnership with HEP (Haringey Education Partnership). This partnership is central to the professional development of all of our teachers and leaders of learning as it is so aligned to our pedagogical approach (you can read more about this approach [here](#)).

Full details of all events (subject network meetings course and conferences) are [here](#).

HIGH QUALITY TEACHING	DEVELOPING EXPERTISE	LEADERSHIP
To complete an effective induction in order to meet the Teachers' Standards and provide solid foundations	Honing your craft in the classroom and beyond, with the effective application of evidence-based practice	Enabling leaders of learning to be strategic and ensure high quality teaching and achievement in schools and a positive and enriching experience of education for pupils
Full Induction Programme, through facilitated sessions HEP ECT plus session, designed to enhance your classroom practice and develop an understanding of key theory and research	Application of cognitive science Development of pedagogy Effective curriculum design SEND and adaptive teaching Effective behaviour management Effective EY practice	Providing leaders of learning – at every level – with the knowledge, skills and attributes they need to lead their teams effectively
<b>ECT plus sessions</b> <b>Subjects:</b> English / Maths / Science Geography / History / RE / IT	<b>Curriculum and assessment Pedagogy</b> <b>Subjects:</b> English / Maths / IT History / Geography / Science Art / RE, PE & MFL	Developing leadership – middle, Senior and Executive leadership
Build your professional network through your facilitated cluster	Involvement in peer review in your NLC/SIN Become racial equity SLT lead in your school Apply to become a HEP support partner (maybe behaviour or SEND specialist) Train to become a moderator Create a network in your NLC/ESIN Engage in a subject network Become a governor in another school	Apply to become a HEP Improvement Partner Involvement in peer review in your NLC/SIN
Early Career Framework	<b>Specialist NPQs:</b> Leading Teacher Development Leading Teaching Leading Behaviour and Culture Leading Literacy	<b>Leadership NPQs:</b> NPQ for Senior Leadership NPQ for Headship NPQ for Executive Leadership NPQ for Early Years Leadership
	Chartered Teacher Status Chartered Teacher (Mentor) Status	Chartered Teacher (Leadership) Status

## OTHER PARTNERSHIP OPPORTUNITIES

ECP	Safeguarding training – compliance and beyond
The School Bus	Staff and recruitment, curriculum and learning, school improvement and inspection, pupils and parents, MAT leaderships, policies, compliance
School and Trust Inset	Five days per year. Tailored to the needs of staff across the Trust
Onvu Learning	360° video capture of the classroom to enable teachers to reflect on and analyse their own teaching

## TEACHING ASSISTANTS

Enfield Professional Learning	HLTA training leading to qualification
National College online resource	Behaviour, SEND, Pedagogy, Safeguarding, Neurodiversity, Assessment, Mental Health, curriculum subject specific training, health and safety
HEP	Teach HEP, subject knowledge, pedagogy, conferences
RWI online resources	Phonics
Apprenticeships	
School and Trust Inset	Five days per year. Tailored to the needs of staff across the Trust

## SCHOOL OFFICE TEAM

National College online resource	Health and safety, safeguarding, policies, compliance, pupils and parents, admin and finance, mental health, staffing and recruitment
LBE School Business Manager Forum	Monthly networking and practice sharing forum
School Office Managers and Trust People and Operations meetings	Practice sharing, speakers and formal PD from LBE and external providers
The School Bus	Staff and recruitment, curriculum and learning, school improvement and inspection, pupils and parents, MAT leaderships, policies, compliance
School and Trust Inset	Five days per year. Tailored to the needs of staff across the Trust
Apprenticeships	

## SITE TEAM

National College online resource	Health and safety, safeguarding, policies, compliance, mental health
Estates Summit – Academies Show	Annual training and networking opportunity
ISBL	Training and networking around effective estate management
School Site Managers and Trust People and Operations meetings	Practice sharing, speakers and formal PD from LBE and external providers
School and Trust Inset	Five days per year. Tailored to the needs of staff across the Trust

## CENTRAL TRUST TEAM

National College online resource	Health and safety, safeguarding, policies, compliance, pupils and parents, admin and finance, mental health, staffing and recruitment, MAT leadership
ISBL Membership	Training and networking in effective operational and financial management
HEP	NPQs, Authentic Leadership, Ofsted readiness
The School Bus	Staff and recruitment, curriculum and learning, school improvement and inspection, pupils and parents, MAT leaderships, policies, compliance
Networks and forums	SBM, HR Forum, CIPD Membership, CFT, MAT Alliance, LinkedIn

## TRUSTEES AND GOVERNING BODIES

The School Bus	Staff and recruitment, curriculum and learning, school improvement and inspection, pupils and parents, MAT leaderships, policies, compliance
Governor Hub	Resource sharing hub

## SECTION SEVEN

# Trust Co-ordinated Professional Development (Tier 3)

The Trust co-ordinates various CPD opportunities using its partnerships and member schools.

## What's the offer?

DEVELOPING EXPERTISE	LEADERSHIP
Shadowing	Membership of School Improvement Team/Peer Review
Observing practice in other schools in the Trust	Secondment to other schools in the Trust
MA/further study bursaries	Experience as a HEP consultant
Instructional coaching	MA/further study bursaries
Network Membership e.g. Early Years Network	Experience in working with Governing Bodies and/or Trustees
	Membership of professional networks such as the MAT Alliance
	Instructional coaching



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