






Career Progression – professional development pathways

THE LION ALLIANCE – WHAT'S ON OFFER FOR YOU?

	ASSOCIATE STAFF	TRAINEE TEACHER	EARLY CAREER TEACHER (YR1+YR2)	CLASSROOM TEACHER	MIDDLE LEADER	SENIOR LEADER
  	You work in a school, student facing but not employed as a teacher.	You're enrolled on the Warwick school-led PGCE course. You have an in-school mentor, University PPT and Alliance Lead Mentor.	You're in the first or second year of teaching. You have an in-school mentor, induction tutor, reduced timetable and are enrolled on an ECF Programme.	You're an established teacher.	You're an established teacher and now have responsibility within your school. You may lead a team.	You're an established teacher and now have whole school responsibility. You may lead a team and line manage departments.
School Led	Every HR training. Job shadowing opportunities. WAGOLL Wednesday briefings. Opportunity to sign up to and/or lead in-house CPD.	Weekly twilights with your Professional Mentor. Accompany your SM to TaLK. WAGOLL Wednesday briefings. Opportunity to sign up to in-house CPD.	Weekly twilights during the Autumn Term. Accompany your SM to TaLK. Project presentation at end of year showcase. WAGOLL Wednesday briefings. Opportunity to sign up to in-house CPD.	Calendared TaLK workshops (with opportunity to lead).. Part of an Instructional Coaching pair/trio. Project presentation at end of year showcase. WAGOLL Wednesday briefings. Opportunity to sign up to in-house CPD.	Calendared TaLK workshops (with opportunity to lead). Part of an Instructional Coaching pair/trio. Project presentation at end of year showcase. WAGOLL Wednesday briefings. Opportunity to sign up to in-house CPD	Calendared TaLK workshops. Part of an Instructional Coaching pair/trio. Project presentation at end of year showcase. WAGOLL Wednesday briefings. Opportunity to sign up to in-house CPD
MAT Led	MAT training day and co-construction groups – opportunity to attend and/or lead these. Opportunity to contribute articles to the MAT Magazine.	MAT training day and co-construction groups – opportunity to attend and/or lead these. Opportunity to contribute articles to the MAT Magazine.	MAT training day and co-construction groups – opportunity to attend and/or lead these. Opportunity to contribute articles to the MAT Magazine.	MAT training day and co-construction groups – opportunity to attend and/or lead these. Opportunity to contribute articles to the MAT Magazine.	MAT training day and co-construction groups – opportunity to attend and/or lead these. Opportunity to contribute articles to the MAT Magazine.	MAT training day and co-construction groups – opportunity to attend and/or lead these. Opportunity to contribute articles to the MAT Magazine.
Lion Alliance and Warwick University	Opportunity to train as a teacher. Support with your application.	Invitation to 4 Intensive Training and Practice (ITaP) weeks across the academic year.		Opportunity to deliver subject sessions at Warwick University. Opportunity to become a subject mentor for trainees. (incl training package)	Opportunity to deliver subject sessions at Warwick University. Opportunity to become a subject mentor for trainees (incl training package)	Opportunity to deliver subject sessions at Warwick University
Lion Alliance and TS Hub			ECF Facilitated sessions held either remotely or in person.	Opportunity to become ECF Mentor (incl training package)	Opportunity to become ECF Mentor (incl training package)	Opportunity to become ECF Mentor (incl training package)
Lion Alliance Subject Specialist Workshops			An opportunity to attend in-house workshops led by subject experts. Sessions always look at a specific aspect of the curriculum and seek to improve subject knowledge.	An opportunity to attend in-house workshops led by subject experts. Sessions always look at a specific aspect of the curriculum and seek to improve subject knowledge.	An opportunity to attend in-house workshops led by subject experts. Sessions always look at a specific aspect of the curriculum and seek to improve subject knowledge.	An opportunity to attend in-house workshops led by subject experts. Sessions always look at a specific aspect of the curriculum and seek to improve subject knowledge.



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Lion Alliance and The Chartered College of Teaching		Membership to this professional organisation is FREE. Access to Early Career Hub resources.	Discounted membership to this professional organisation. Access to Early Career Hub resources.	An opportunity to gain a professional accreditation that recognises the knowledge, skills and behaviours of highly accomplished teachers. The programme includes classroom based research projects and examinations.	An opportunity to gain a professional accreditation that recognises the knowledge, skills and behaviours of highly accomplished teachers and school leaders. The programme includes classroom based research projects and examinations.	An opportunity to gain a professional accreditation that recognises the knowledge, skills and behaviours of highly accomplished teachers and school leaders. The programme includes classroom based research projects and examinations.
Lion Alliance "Meet the Expert"	Opportunity to attend numerous high profile events led by speakers from across the academic world – authors, professors, specialists, etc.	Opportunity to attend numerous high profile events led by speakers from across the academic world – authors, professors, specialists, etc.	Opportunity to attend numerous high profile events led by speakers from across the academic world – authors, professors, specialists, etc.	Opportunity to attend numerous high profile events led by speakers from across the academic world – authors, professors, specialists, etc.	Opportunity to attend numerous high profile events led by speakers from across the academic world – authors, professors, specialists, etc.	Opportunity to attend numerous high profile events led by speakers from across the academic world – authors, professors, specialists, etc.
Lion Leadership Pathways	AL Pathway aimed at staff who would like to improve their leadership and management skills, as they make steps into more senior roles.			AML Pathway aimed at teaching staff who would like to step into middle leadership or who have very recently taken on additional responsibility. This may be as TLR holder, Pastoral Lead, Head of Department, Year Group Lead or Subject Lead.	ML Pathways aimed at teaching staff who are currently Middle Leaders (TLR holder, Pastoral Lead, Head of Department, Year Group Lead or Subject Lead) and would like opportunities to improve their leadership skills, build networks with other Middle Leaders and aspire to Senior Leadership.	SL Pathway aimed at teaching staff who are currently Senior Leaders (part of a senior team/ Assistant Headteacher) who like opportunities to improve their leadership skills, build networks with other Senior Leaders and aspire to Deputy Headship.
Lion Alliance TeachMeets	Opportunity to attend annual conference style events showcasing speakers from across our Partner schools.	Opportunity to attend annual conference style events showcasing speakers from across our Partner schools.	Opportunity to attend annual conference style events showcasing speakers from across our Partner schools.	Opportunity to attend annual conference style events showcasing speakers from across our Partner schools.	Opportunity to attend annual conference style events showcasing speakers from across our Partner schools.	Opportunity to attend annual conference style events showcasing speakers from across our Partner schools.
National Professional Qualifications (NPQs)				Opportunity to gain a Specialist NPQ - NPQLT, NPQLTD, NPQLBC,	Opportunity to gain a Specialist Leadership NPQ – NPQLL, NPQEYL, NPQSL	Opportunity to gain a Leadership NPQ – NPQSL, NPQH, NPQEL