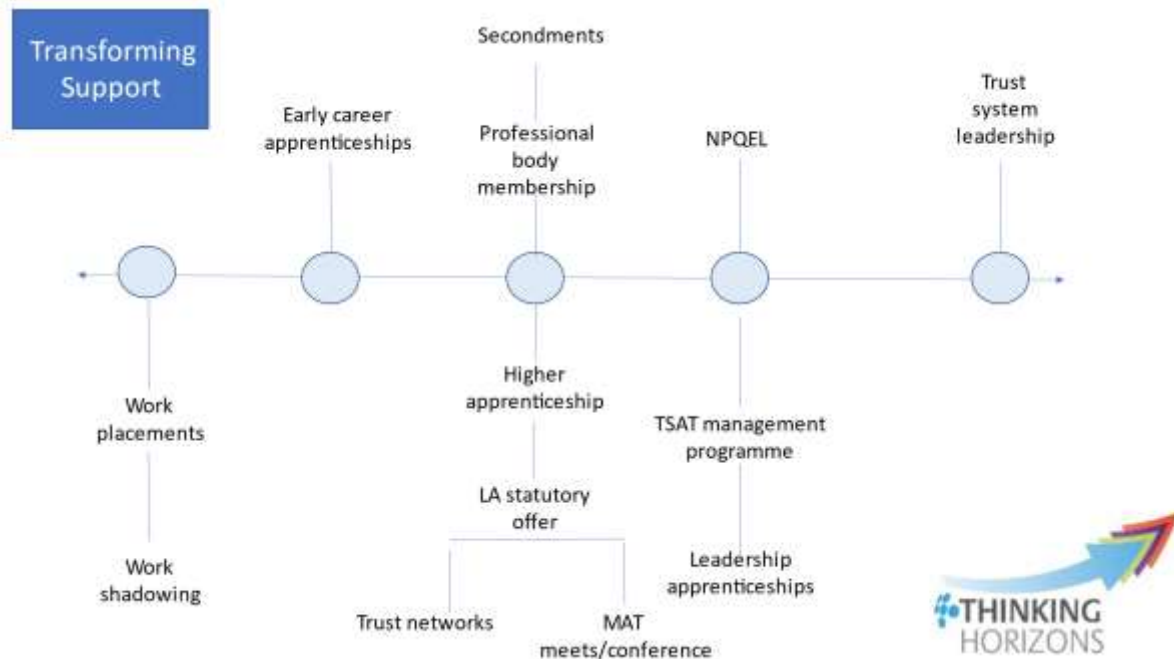


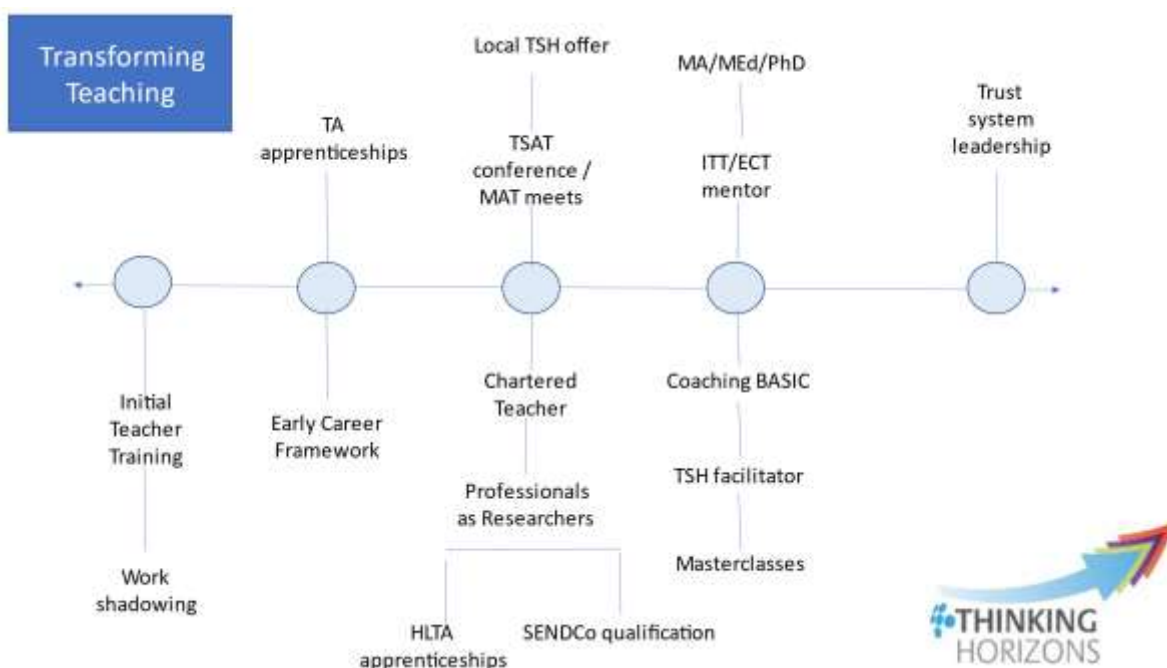


## Transforming Support



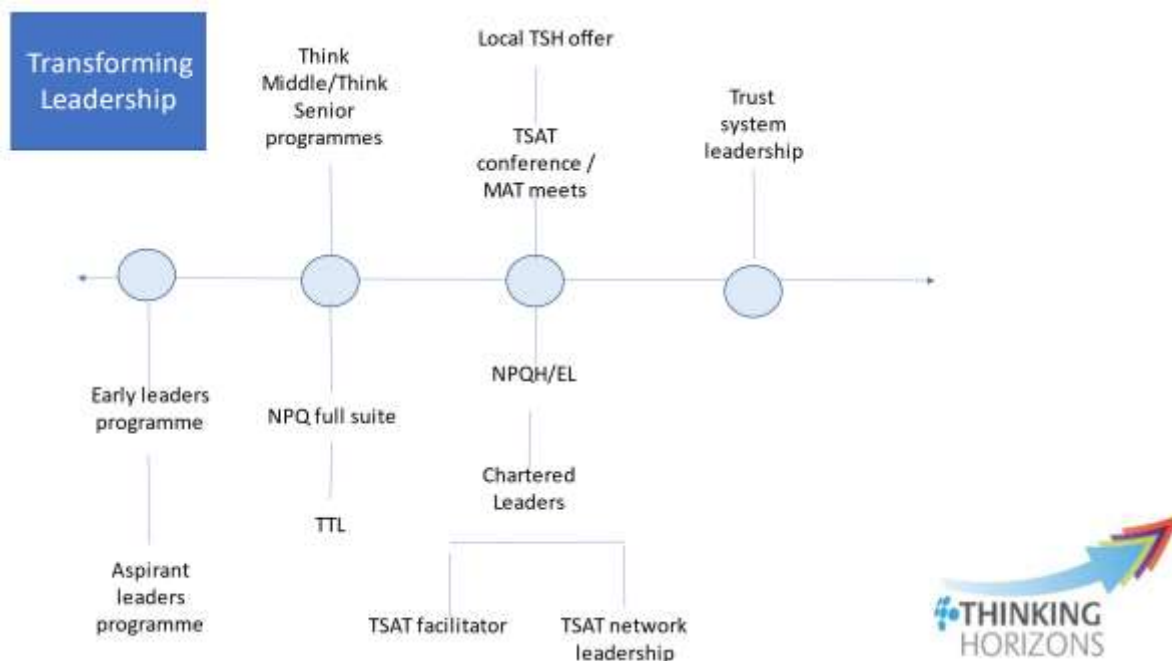
Current job role	What can Thinking Horizons offer?
Early career/students/trainees	<p><b>Work placements and shadowing opportunities</b> to better understand different departments or roles in the Trust</p> <p>Early apprenticeships to start your career with full training and support, these are completed alongside your working role and funded through the Trust levy</p>
Existing/experienced staff, all departments	<p><b>Apprenticeships Level 1 to Degree Level</b> in all areas depending on previous qualification and experience, available in all areas such as facilities, HR, finance, I.T., administration, marketing. These are completed alongside your working role and funded through the Trust levy</p> <p><b>Professional body membership</b> depending on your job role, developing local and national networks</p> <p><b>Local statutory networks</b> working with local people doing the same role, fulfilling legal requirements</p> <p><b>Trust conference/MAT meets</b> both participating and contributing, enhancing your skillset and knowledge</p>
New or existing team leaders	<p><b>TSAT management programme</b> developed to support managers new to their role of leading a team</p> <p><b>Trust networks</b> working with people performing similar roles across the Trust to share best practice</p>
Established department leaders	<p><b>Trust System Leadership designation</b> working across the Trust to share expertise and support colleagues</p>

## Transforming Teaching



Current job role	What can Thinking Horizons offer?
Undergraduate/Graduate	<b>Initial Teacher training, visit days, work shadowing</b> to fully understand the role of teacher or TA
Early Career Teacher	<b>Early Career Framework</b> undertake two years of supported professional development with a full training programme and a dedicated mentor <b>TA apprenticeships</b> developing practice and expertise, funded through the Trust levy
Classroom practitioner	<b>Chartered Teacher status</b> nationally-recognised professional status, 18-month programme of expert input and training, funded through Trust sponsorship <b>Professionals as Researchers</b> University of Greenwich one year programme, research published in Trust Research paper, funded through Trust sponsorship <b>HLTA / SENDCo qualifications</b> signposted through local and national providers <b>ITT/ECT Mentor</b> delivery of mentoring and support of Early-career colleagues, dedicated mentor time and training given throughout <b>Qualified Coach</b> nationally-recognised coaching qualification to support professional growth in the Trust. Funded through Trust sponsorship <b>MA/MEd/PhD</b> qualifications signposted through local and national providers, credits through previous programmes and training may apply <b>Trust conference/MAT meets</b> delivering training to colleagues, receiving expert input and CPD
Established lead practitioner	<b>Masterclass leaders</b> demonstrating your areas of expertise to colleagues <b>Trust System Leadership designation</b> working across the Trust to share expertise and support colleagues

## Transforming Leadership



Current job role	What can Thinking Horizons offer?
Aspiring or new leader	<b>TSAT Early Leaders</b> one year (tbc) programme designed to develop skills and understanding of what it is to be a leader
Existing leader	<p><b>Trust 'Think Middle' and 'Think Senior' programmes</b> established to develop skills and knowledge of leadership within the Trust, informed by Trust expert leaders, run over 12-18 months</p> <p><b>Full suite of NPQs</b> nationally-recognised qualifications, run over 12-18 months, wide range of foci from Leading Teachers to Leading Schools</p> <p><b>TTL leads</b> Leading Thinking Teaching and Learning across a Hub or Region of the Trust for one year, allocated time off timetable to support colleagues</p> <p><b>TSAT CPD facilitator</b> delivering expert training at Trust events such as conference or MAT meets</p> <p><b>Teaching School Hub facilitator</b> working for the local Teaching School Hub to deliver their programmes: ITT, ECF, NPQ</p> <p><b>Chartered Leader Status</b> 18 month programme giving nationally-recognised qualification, funded through Trust sponsorship</p>
Senior Leader	<b>Trust System Leadership designation</b> working across the Trust to share expertise and support colleagues