

Stage	Who	Criteria	CPD Options
1	Establishing Support	New TAs / LSA	<ul style="list-style-type: none"> • Induction • Bookable CPD session with trust CPD lead • Shadowing an Experienced LSA
2	Established Support	Experienced TAs/ LSAs consistently strong classroom support	<ul style="list-style-type: none"> • Attending staff meetings • Attending twilight sessions • 'Every' CPD courses • HLTA course • leading sessions training with the Central teacher
3	Advanced Support	Unqualified teachers/ / HLTAs / TAs with lead responsibility / Students	<ul style="list-style-type: none"> • Central Teacher mentoring • Joining planning sessions with teachers • Every CPD courses • 1 x day placement at another trust school
4	Developing teachers	ECTs	<ul style="list-style-type: none"> • Observe teaching in another school with The Central Teacher • Ongoing support from in-school mentor • Trust ECT lead support and networking group
5	Established teachers	Securely Good teachers (approx 3-6 years of experience)	<ul style="list-style-type: none"> • Developmental work with The Central Teacher • Mentoring Trainees/ students • NPQ • Core subject leadership shadowing • safer recruitment training • LOTC level 1
6	Advanced teachers	UPRs MLT Consistently outstanding teaching	<ul style="list-style-type: none"> • NPQSL • Leadership coaching qualification • Mentoring of ECT/new staff • Providing developmental work • 1 x week placement at another trust school • DSL training (level3)
7	Leadership	SLT Core subject leaders TLRs Consistently outstanding teaching	<ul style="list-style-type: none"> • SENDCo training • Coaching other staff • Regular Supervision • NPQH • Leadership of the whole school • NPQH- CoFNPQH • Trust conferences • weekly placements at other schools
8	Executive	Headteachers CEO CFOO	<ul style="list-style-type: none"> • EHT programme / NPQEL • MA/ Doctoral support • Traded outreach/secondments • REP/warning notice mentoring • CIMA (accountancy)

Stage	Criteria	Administration	Site	Catering / Lunch
1	New to role	Arbor training Basic first aid	Estate lead mentoring	Behavior training Basic first aid
2	1-3 years experience/skill level	Pediatric first aid Basic Coaching training TFM shadowing	"trades course" Estate lead shadowing 'Every' CPD courses	Mental health first aider Playleader training TA shadowing
3	Managing others/ leading well	SBM qualification CIPD Level 3 AAT DSL level 3 CFOO shadowing	Competent person training CFOO shadowing Basic Coaching training PAT testing training	Basic accountancy Pediatric first aid CP/safeguarding training
4		Jump to stage 6 above		Jump to stage 2 above