GREENSAND
MULTI ACADEMY TRUST

PROFESSIONAL DEVELOPMENT PATHWAYS

EXPERT TEACHER
- Instructional Coach
- PACE Subject Reviewer
- Lead Practitioner Accreditation
- Professional Development Delivery
- SCITT Subject Tutor
- ECT Mentor
- SCITT Mentor
- Instructional Coaching Programme

LEAD PRACTITIONER

SENIOR LEADER/SENCO
- NPQ in Senior Leadership
- NPQ for SENCO
- NPQ in Early Years Leadership
- Aspiring Senior Leaders
- Coaching Leadership
- Stepping into Headship
- Coaching Hub & Workshops
- NPQ in Headship
- NPQ in Executive Leadership

MIDDLE LEADER
- NPQ in Leading Behaviour & Culture
- NPQ in Leading Teacher Development
- NPQ in Leading Literacy
- NPQ in Leading Teaching
- Aspiring Middle Leaders
- NPQ in Leading Primary Maths

LEADERSHIP
- Network Meetings
- Quality of Instruction Programme
- School Directed Professional Development
- Professional Growth & Appraisal

ADMINISTRATION
- Customer Services - Level 3
- Customer Services - Level 2
- School Directed Professional Development
- Professional Growth & Appraisal
- Team Leader - Level 3
- Business Administrator - Level 3
- Library, information and Archive Services Assistant - Level 3
- Goverance Officer - Level 4

BUSINESS OPERATIONS

IT
- Professional Growth & Appraisal
- School Directed Professional Development
- Digital Support Technician - Level 3
- Software Development Technician - Level 3
- Information Communications Technician - Level 3
- IT Solutions Hardware software - Level 3

HR & FINANCE
- Professional Growth & Appraisal
- School Directed Professional Development
- HR- CIPD Accreditation
- Network Meetings
- Accounting - Level 2
- Business Operations - Level 3
- Operations Department Manager - Level 5
- School Business Professional - Level 4
- Assistant Accounting (AAT) - Level 3

ESTATES
- Professional Growth & Appraisal
- School Directed Professional Development
- Network Meetings
- Property Maintenance Operative - Level 2
- Carpentry & Joinery (Bench Joinery) Apprenticeship Standard - Level 2
- Facilities Manager - Level 3
- Facilities Operative - Level 2
- Plumbing - Level 2

Executive Team Education
CEO Head Teachers
Executive Team Business

TEACHING
SECONDARY SCITT
PRIMARY SCITT

- Learning and Development Consultant - Level 5
- Learning and Skills Teacher - Level 5
- Higher Level Teaching Assistant - Level 4
- Laboratory Technician - Level 3
- Early Years Educator - Level 3
- Learning and Development Practitioner - Level 3
- Teaching Assistant - Level 3
- Sports Teaching Assistant - Level 3
- School Directed Professional Development
- Professional Growth & Appraisal

CURRICULUM AND PASTORAL SUPPORT

- Year 3
- ECT 2
- ECT 1 / QTS

KEY TERMS
- **CIPD -** Chartered Institute of Personnel & Development
- **ECF -** Early Careers Framework
- **ECT -** Early Career Teacher
- **NPQ -** National Professional Qualification
- **SCITT -** School Centered Initial Teacher Training

= Employee Entitlement

PACE FRAMEWORK