



Primary Professional Development Pathway

At Saffron Academy Trust Primary Schools, we believe it is our responsibility to nurture and grow our staff. Our Professional Development Pathway is designed to take teachers on a journey, supporting them from their NQT year through to the fourth year of their career and beyond.

Our Professional Development Pathway has two elements: a core entitlement which is delivered to all staff and optional professional development activities which can create a personalised package for each individual.

Through this rich and varied programme, we aim to offer every teacher a professional development pathway that is right for them; whether that be continuously honing their craft to achieve excellence in the classroom, developing a subject specialism or beginning to look beyond the classroom to work with other schools in Saffron Academy Trust.



Primary Professional Development Pathway

Core Professional Development Entitlement

Year 1	Year 2	Year 3	Year 4
<p><i>Completing your training – ECT Year 1</i></p> <ul style="list-style-type: none"> → 80% timetable → Weekly mentor meeting → Half-termly personalised targets and support → Mentoring quality assured by Essex awarding body → Induction Programme → CTSN Research and Development Conference → ECT Framework twilights including behaviour, SEND and metacognition → Specialist gymnastics training 	<p><i>Developing your classroom craft – ECT Year 2</i></p> <ul style="list-style-type: none"> → 85% timetable → Early Career Teacher Conference → Primary Developing Effective Teaching Programme (4 days) → Subject leader training → CTSN Research and Development Conference → Personalised coaching with Primary Director of School Improvement 	<p><i>Career Pathways</i></p> <ul style="list-style-type: none"> → Year 3 Teachers Conference → CTSN Research and Development Conference → Personalised coaching with Primary Director of School Improvement 	<p><i>Mastering your craft and growing Leaders</i></p> <ul style="list-style-type: none"> → CTSN Research and Development Programme → Developing Outstanding Teaching Programme (4 days) → Personalised coaching with Primary Director of School Improvement
Optional Professional Development Entitlement		Leadership Optional Professional Development Entitlement	
<ul style="list-style-type: none"> → Opportunity to join CTSN journal Club → Mindfulness courses → Opportunity to join a residential trip → Mentoring training 		<ul style="list-style-type: none"> → Opportunity to apply to become a Specialist Leader of Education (SLE) → Mental Health First Aid Awareness course → Subject specialist leadership network meetings 	