

Leadership Pathway: Everyone Learning Together

Stage	Internal Development Opportunities	External Development Opportunities
ECT	Weekly mentoring - middle leader Coaching - SLT Subject Leadership Shadowing	Havering ECT Training Ambition ECT Training Subject Specialism Training
Class Teacher	Mentoring – middle leader Coaching - SLT Middle Leader Shadowing	Subject Leader Training Subject Leader network meetings HAL Mentor National Professional Qualifications (various)
New Middle Leader	Mentoring – experienced middle leader Coaching - SLT BASIC Coaching Training	Subject Leader Training Subject Leader network meetings Middle Leader Training HAL Mentor National Professional Qualifications (various)
Experienced Middle Leader	Mentoring – DHT/AHT Coaching - SLT Key Aspect Specialism Shadowing Shadowing AHT BASIC Coaching Training ECT Mentor	Core Specialism Training Subject Quality Mark Aspiring Senior Leader Training HAL Mentor EYFS/KS1/KS2 Moderator Training National Professional Qualifications (various)
Assistant Headteacher	Mentoring – HT Shadowing DHT	Half termly coaching Half termly Supervision Safeguarding - DSL Safer Recruitment Coaching Training AHT/DHT Forums Key Aspect Specialism Training Aspiring DHT Training HAL Mentor NPQSL
Deputy Headteacher	Mentoring – HT Shadowing HT Observer at Governing Body meetings Working with SBM	Half termly Coaching Half termly Supervision Safeguarding - DSL Safer Recruitment Coaching Training DHT Forums Key Aspect Specialism Training HAL Mentor NPQH/Masters Level 7
Headteacher	Leading Governing Body meetings Working with SBM	Havering New HT induction sessions Half termly Coaching Half termly Supervision Safeguarding Updates - LA Coaching Training HAL Mentor Working with SIP Havering LA HT Forums Masters Level 7

Key Aspect Specialisms include: Assessment, Inclusion (SEND, LAC, EAL), Pastoral (Wellbeing and Behaviour), Curriculum, Teaching and Learning