








Hanwell Fields Community School
The best in everyone™
Part of United Learning

Hanwell Fields Community School

MENU OF OPPORTUNITIES

Apprentices – Menu of Opportunities

 <p>Building Relationships</p>	<p>Share experiences/learning with fellow apprentices.</p>	<p>Discuss the Buddy system and how that can work for you.</p>	<p>Understand the coaching approach and ensure that you know who to talk to.</p>	
 <p>Aspirations</p>	<p>Model school values and contribute positively to whole school culture and vision</p>	<p>Discuss with mentor to explore other roles in school and seek opportunities to shadow other staff.</p>	<p>Find out about the CPD on offer through United Learning – Lifelong Learning – available on the Hub.</p>	
 <p>Well-being</p>	<p>Follow the Well-being Newsletter??URL</p>	<p>Self-manage your awareness of workload.</p>	<p>Access CIC if you need advice or just someone to talk to</p>	
 <p>Knowledge</p>	<p>Arrange to shadow an experienced colleague termly</p>	<p>Follow Twitter pages of other year groups/whole school to gain a wider view of school life.</p>	<p>Explore the growth mindset principle in order to develop in areas that you find challenging.</p>	<p>Take responsibility to deepen your own professional understanding of your specialist area using</p>
 <p>Time Management</p>	<p>Meet fortnightly/monthly with your mentor.</p>	<p>Discuss the learning time you are entitled to and when/where it is to take place with your mentor.</p>	<p>Seek support in creating your timetable from an experienced member of staff.</p>	<p>Speak to your mentor if your work-life balance is becoming difficult to manage.</p>

NQT Menu of Opportunities



Building Relationships

Share experiences with fellow Early Career Stage teachers in school (Discuss 'Buddying System')

Make arrangements to link with an NQT that works in another school across the partnership.

Understand the coaching approach and ensure that you have someone to talk to.



Aspirations

Model school values and contribute to the wider curriculum.

Plan in time to meet with non-teaching members of staff to explore their roles in the school e.g The Inclusion team.

Find out about the CPD on offer through school and through your NQT organisation/OTSA.



Well-being

Follow the Well-being Newsletter

Ensure that you are aware of the flexible working policy for evenings and weekends.

Ensure you know who you can talk to if you require any support.



Knowledge

Attend regular CPD sessions provided by the school and deepen your own knowledge of areas of particular interest.

Arrange to observe an 'expert teacher' each term.

Complete peer-mentoring with RQT

Follow school Twitter pages and other year groups as well as other professionals to inspire and share good practice.

Explore the growth mindset principle in order to develop in areas that you find challenging.

Read Chartered College of Teaching magazine – *Impact* and explore the website for articles by other educators.



Time Management

Meet fortnightly with your mentor.

Find out how much PPA/NQT time that you are entitled to and when it is to take place.

Seek support in creating your timetable from an experienced member of staff.

Speak to your mentor if your work-life balance is becoming difficult to manage.

Plan NQT time effectively.

Middle Leader Menu of Opportunities

Building Relationships



Meet with middle leaders from other schs/UL link another school across the partnership.

Make arrangements to link with an NQT that works in another school across the partnership.

Lead on CPD with other staff to discuss our curriculum

Shadow other middle leaders discuss failures/successes.

Have a senior leader as a coach

Attend training on holding difficult conversations

Aspirations



Review how our school website promotes subject area and explore other schools' websites to promote thinking.

Seek opportunities to share good practice in your curriculum area with other schools, leaders to develop your own leadership skills.

Review current curriculum offer, work with other middle leaders to contribute to the wider curriculum, finding links to teach cross – curricular.

Explore KS3 to see progression

Prevent key priorities to SLT/Governors.

Well-being



Follow the "Well-being" Newsletter

Delegate, empower others

Ensure that you are aware of the flexible working policy for evenings and weekends.

Ensure you know who you can talk to if you require any support.

Knowledge



Continue to improve your own subject knowledge, progression across key-stages for all groups of learners incl any statutory guidelines.

Arrange to observe an 'expert teacher' each term.

Liaise with curriculum support at U.L.

Follow *Twitter*/social network platforms of specialists /organisations to share good practice.

Research membership to subject specific organisations to develop curriculum and improve practice.

Use learning walks to monitor good practice and identify professional development needs of

Time Management








Seek support in creating your leadership timetable from an experienced middle leader.

Speak to your mentor if your work-life balance is becoming difficult to manage.

Find out how much leadership time you are entitled to and when it is to take place to plan monitoring etc.

Meet fortnightly with your coach.

Aspiring Senior Leader Menu of Opportunities

 <p style="text-align: center;">Building Relationships</p>	<p>Foster a link with another senior leader across the partnership/MAT to share good practice.</p>	<p>Have a coach and use regular sessions to enhance your performance</p>	<p>Mentor an Early Career Stage teacher/apprentice.</p>	<p>Parents? TRG's in school?</p>
 <p style="text-align: center;">Aspirations</p>	<p>Shadow a SLT member for a week choosing one aspect of leadership to focus upon.</p>	<p>Attend SLT meetings with a particular development focus e.g. improving T & L, accountability</p>	<p>Deliver a series of whole-school assemblies</p>	
 <p style="text-align: center;">Well-being</p>	<p>Follow the "Well-being" Newsletter</p>	<p>Delegate, empower others</p>	<p>Promote the flexible working policy for evenings and weekends.</p>	<p>Ensure you know who you can talk to if you require any support.</p>
 <p style="text-align: center;">Knowledge</p>	<p>Enhance knowledge of finances and budgetary constraints using the Hub's resources and arranging to meet experts in school with particular foci.</p>	<p>Use Impact Journal and others to promote a research - led culture at school.</p>	<p>Follow <i>Twitter</i>/social network platforms of specialists/organisations to share good practice.</p>	<p>Improve your knowledge of EYFS – Year 6</p>
 <p style="text-align: center;">Time Management</p>	<p>Explore the NPQ range of accreditations.</p>	<p>Use learning walks to monitor good practice and identify professional development needs across the whole school incl. EYFS – Year 6</p>	<p>Meet fortnightly with your coach.</p>	