



How to book:

Website: www.diocant-aquila.co.uk

E-mail: thoward@diocant-aquila.org

Phone: 01303 297020

Follow us on Twitter @AquilaDCAT

Aquila

Unit 33, Folkestone Enterprise Centre,
Shearway Road, Folkestone CT19 4RH.

Aquila Professional Development Framework

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We believe that our staff are our most important resource. Great schools are full of people who are valued, trusted and encouraged. At Aquila we believe that everyone who works in our schools have the right to take part in high quality professional development and from this they can have rewarding and long-lasting careers. A happy bi-product of this are learning environments which inspire and foster the all-round educational development of young children.

To achieve this, we have created a unique professional development framework that will enhance your career, no matter its stage. This has been established in partnership with Canterbury Christ Church University so that as well as offering excellent non-accredited CPD, the framework also offers the opportunity to improve your career through accredited degrees and courses.

This has been designed to provide a cohesive and progressive career pathway that takes you from aspiring teacher or new support-staff member to Executive Head Teacher **in one comprehensive framework.**

This framework links to the Aquila values in the following ways:

- Connect** – by linking you to new ideas, the latest research and cutting edge approaches
- Nurture** – by caring for your professional development we believe you will grow as a person
- Aspire** – we want you to improve your practice for the benefit of all, including yourself
- Learn** – all members of the Aquila must regard themselves as life-long learners. The learning process is never complete and we must see ourselves as always ready for new and exciting challenges
- Excel** – we have high ambitions for all our schools, we want them to be the best they can be. This must start with the people who work inside them
- Hope** – we want to create a better world and one approach to achieving this is by caring for everyone and supporting them in improving themselves in their professional lives

Visual Representation

Aquila		CCCU
Teachers	Support Staff	Teachers and/or Support staff
School Direct	Whole School	
	Bespoke	
NQT Support	Training	School Direct
Middle Leadership and NPQML	CPD courses	Foundation Degrees
Coaching	Coaching	Masters
IRIS Connect	IRIS Connect	Action Research
Senior Leadership and NPQSL		Teaching and Learning Academy
Supervision		

For Support Staff:

All our support staff, whether in-class or out-of-class, are strongly encouraged to engage in CPD opportunities. When schools provide whole-school training, it means whole-school, and all members of the learning community are invited to attend.

We also offer the coaching and IRIS connect opportunities described previously for support staff.

Through its work with the Teaching and Learning Academy, the University is able to work with all support staff on small action research projects, which often provide a powerful and transformational experience.

For support staff looking to gain accredited qualifications, including those who may be interested in taking the step towards becoming teachers, we strongly encourage enrolling in the range of Foundation Degree opportunities available at CCCU. Depending on group size, our partnership with the University means that bespoke foundation degrees are possible.

How do we achieve this?

For aspiring teachers:

In conjunction with Canterbury Christ Church University (CCCU) Aquila has its own School Direct programme. Supported by trained and enthusiastic mentors, we provide opportunities for bespoke training and visits to other schools matched to the needs of the participants.

We personalise our course to cover the vision, values and ethos of church schools, in order to support you in a future career in our schools. We ensure that all participants are offered the chance to take a full PGCE with MA level credits.

For new teachers:

We have a bespoke NQT programme that covers expectations of your first year in teaching as well as quality-first approaches to areas such as assessment, behaviour, working with teaching assistants and parents, managing work-load and supporting your well-being. The sessions are delivered by experienced teachers and senior leaders within our schools.

For aspirational leaders:

We offer a three day middle-leadership programme examining different leadership styles and where participants report on a school-improvement project they have led within their school.

Through Ambition School Leadership, a nationally recognised charity, we offer aspiring leaders the chance to undertake a free National Professional Qualification (NPQ) in Middle Leadership.

Through our strong partnership with CCCU it is possible for all NPQs be accredited with MA credits upon entrance to a full MA. We will work closely with you to ensure your NPQML assessment meets MA criteria, providing you with the potential to achieve 20 MA level credits.

Depending on group size, we have also arranged with the University the chance to offer a bespoke cohort of the MA in Transformational Leadership, which they will tailor towards a church school context.

For Senior Leaders and Aspiring Senior Leaders:

Through Ambition School Leadership, we offer those in, or looking to go into senior roles, the chance to undertake a free National Professional Qualification (NPQ) in Senior Leadership. Again, through our partnership with CCCU, the NPQSL assessment can be tailored to meet the MA criteria, providing you with a potential 40 MA level credits upon entrance to an MA.

For existing Head Teachers we offer a programme of supervision from our own Educational Psychologist, benefitting participants from his insight of church school contexts.

For all teachers:

We offer a range of non-accredited CPD opportunities, several of which will be context specific. They are always provided by high-quality speakers and facilitators. We also offer on-going professional development opportunities for all teaching staff. These include:

Coaching – all staff are supported in their career development through a supportive and timetabled coaching programme. As well as everyone being provided with a coach, we offer *all* staff the opportunity to become a coach, knowing this a rewarding role for those concerned.

IRIS Connect – all staff have the chance to use video to review their own practice and impact in the classroom, a very powerful tool for developing reflective practice. All participants remain in full control of who is able to access the video.

Mentoring – all teaching staff have the chance to become a mentor to student teachers and to new teachers.

We also want to strongly encourage all our teaching staff to undertake credited MA courses and through our partnership with CCCU we are able to provide bespoke opportunities such as the MA in Transformational Leadership described above. Former graduates of the University are also entitled to a 20% discount. The University are also able to accredit up to 80 credits towards a full MA depending on which NPQ and PGCE course you may have previously undertaken

We are also passionate believers in Action Research projects, both 'in-house' and through CCCU, as we believe these have a significant impact on your practice and on outcomes for children. If completed through the University, it is also possible for your research to be converted into a 20 MA credit project.