

Subject Mentor and Professional Mentor Coaching	Specialised NQT CPD Programme	Whole School CPD	NQT Residential	Staff Success	What our staff say...
<ul style="list-style-type: none"> • Weekly meetings with an experienced subject mentor • Coaching sessions with Professional Mentor • Supportive observation and feedback opportunities • Observations of experienced staff • Curriculum planning time 	<ul style="list-style-type: none"> • Voice and presence in the classroom • Developing Trust in the Classroom • AFL & Questioning • Raising Boy's Achievement • Co-operative Learning Strategies • Opportunities to visit schools in the Trust • Teaching School Leader feedback • Looking forward to the RQT year 	<ul style="list-style-type: none"> • CPD Mondays – focus on new pedagogical techniques such as Metacognition and Reading and Writing strategies • Teach Cycle – opportunity to complete an action research project of your choice • Assessment Cycle – moderation of students' work and use of books • Safeguarding • Pastoral & Form Tutor training 	<ul style="list-style-type: none"> • 2 day course in Autumn 2 • Focusing on Happiness and Wellbeing & Cooperative Learning Strategies • Opportunity to network with NQTs from other schools in the Trust, members of the Training Team and SLT • A chance to relax and unwind in a 4 star spa hotel 	<ul style="list-style-type: none"> • In 2018 100% of NQTs completed the course as Good or better • In 2018 there was 100% retention of NQTs into RQT • 36 colleagues who started as NQTs at CHS and are still in the school hold leadership responsibilities • Our NQT programme has been shared nationally and rated 'outstanding' by OFSTED, it is rigorous, relevant & highly effective 	<ul style="list-style-type: none"> • 'The support of both my subject mentor and professional mentor throughout has been really encouraging and has helped me to build confidence both in and out of the classroom with regard to my role as a teacher. Support with particular classes and help with new strategies and approaches has been excellent throughout the year.'



Creativity



Practice



Curiosity



Reflection



Optimism



Resiliency