# The Cornovii Trust

# Career Pathway

## Our people are our greatest resource.

**The Cornovii Trust Career Pathway** is open all staff, to develop and empower talent from early-career colleagues all the way to Executive Leadership.

### 1. NEW STAFF INDUCTION PROGRAMME

Delivered by participants' home school

A supportive start to your journey.

### 2. DEVELOPING TEACHING PROGRAMME

Delivered by The Cornovii Trust at Alsager School (Hub 1) or Brine Leas School (Hub 2)

Strengthen practice.
Share. Learn. Make impact.

### 3. DEVELOPING LEADING PROGRAMME

Delivered by The Cornovii Trust at Alsager School (Hub 1) or Malbank/ Brine Leas School (Hub 2)

Step into leadership
Lead others.
Drive change.

### 4. SENIOR LEADERSHIP DEVELOPMENT PROGRAMME

Delivered by The Cornovii Trust

Broaden experience.
Build expertise.
Lead with impact.

### 5. EXECUTIVE LEADERSHIP PROGRAMME

Delivered by The Cornovii Trust

Lead the system.
Shape the future.
Inspire excellence

EXECUTIVE LEADER

EARLY CAREER

**Operational notes:**

Career Pathway to be offered to all trust staff by 11/9/26 (via each school's own CPD lead)
Participants to register interest for programmes 2 – 5, to Janine Edwards (JME@malbank.cheshire.sch.uk) by 21/9/26.

Alsager Highfields · Alsager School · Audlem St. James · Brine Leas School · Malbank School · Pear Tree · Stapeley Broad Lane · Weston Village

# 1. New Staff Induction Programme

*Delivered by participants' home school*

To ensure that staff are supported throughout their first year of joining the school, an appropriate programme will be tailored for all new staff.

**This programme sits alongside the trust Induction Policy. Please refer to the Induction Policy for full details.**

**Sessions could include, but are not limited to:**

- meeting with behaviour and safeguarding leads (mandatory)
- named wellbeing buddy
- school culture session
- coaching
- introduction to specialist areas of school eg. pastoral, student support and inclusion
- coffee with SLT link
- learning walk (and discussion) with T&L lead, and session on school T&L framework
- learning walk (and discussion) with assessment lead, and session on school assessment framework
- duty slot shadowing SLT or middle leader
- scheduled check-in meetings with named colleague
- 'lesson study trial' for new teachers (opportunity to co-plan and observe each other teach)
- invitation of lesson observation (reflection and discussion).
- opportunity for 'in school' coaching

Early Career Teachers will all follow the Early Career Teacher Entitlement (ECTE). All schools in the trust will deliver the statutory Induction for Early Career Teachers. Please refer to the trust ECTE Policy for full details.

# 2. Developing Teaching Programme (lesson study model)

*Delivered by The Cornovii Trust at Alsager School for Hub 1 participants, and Brine Leas School for Hub 2 participants (or amalgamated into one group, if uptake lends itself to that)*

- No cost to TCT schools and cover costs will be supported by the trust
- Open to schools outside of the trust at a cost

Working together to look 'through the lens' of our colleagues from all key stages across primary and secondary phases, this programme supports your continuous improvement and offers a unique opportunity to experience a lesson-study approach. You will be involved in lessons beyond your own phase, subject and school.

**Be prepared to broaden your ideas and ultimately support your school's improvement targets directly from the classroom floor. Theory modules include:**

- tackling unconscious bias
- defining and ensuring inclusion
- prioritising challenge
- maximising engagement

... but be prepared for the theory to be directly applied to planning, within the programme itself.



## Proposed dates:

**Day 1:** Tuesday 13th October 2026 (full day)
**Day 2:** Wednesday 4th November 2026 (full day)
**Day 3:** Thursday 26th November 2026 (morning only)

# 3. Developing Leading Programme (middle leadership)

*Delivered by The Cornovii Trust at Alsager School for Hub 1 participants, and Malbank or Brine Leas School for Hub 2 participants*

- No cost to TCT schools
- Open to schools outside of the trust at a cost

Working with colleagues to 'step into leadership', this programme includes 3 x core modules delivered face-to-face.

**Core Modules**

- implementation of vision, using EEF's implementation framework (1h)
- exploring leadership styles and the importance of emotional intelligence (1h)
- leading others to have positive impact, including handling difficult conversations (1h)



## Proposed dates:

**Core 1:** Wednesday 20th January 2027 3:45 – 4:45
**Core 2:** Tuesday 2nd March 2027 3:45 – 4:45
**Core 3:** Wednesday 21st April 2027 3:45 – 4:45

### Elective Modules

You will have the opportunity to personalise your programme via a range of elective modules. Elective modules can also be chosen as stand-alone sessions, without participating in the full programme.

Participants will choose 2 elective modules, which will be delivered after school, between 26th April and 18th June. Dates will be decided by the specialist delivering the module.

Elective modules will be designed in response to trust, local and national priorities but are likely to include:

- Designing a Curriculum - learn how to plan and sequence knowledge-rich curricula
- Key Stage 2 to 3 – closing the engagement gap
- Managing Resources - learn how to deploy staff and financial resources within a team efficiently, including budgeting and forecasting
- What are Ofsted looking for? – gain a deeper understanding of the Education Inspection Framework

- What makes a great TA? – follow the EEF research and avoid the pitfalls
- Middle Leadership for Pastoral - an introduction to the role of a pastoral leader and gain a deeper understanding of KCSIE and the DSL role
- Disciplinary Procedures - learn how to apply the trust's disciplinary policy effectively, including managing grievances
- Inclusive Mainstream System - gain a deeper understanding of inclusion, beyond a universal offer
- Supporting colleagues – understand coaching and mentoring, to best support our staff, including de-escalation techniques and mediation. Use of appraisal / performance management processes to raise standards



# 4. Senior Leadership Development Programme

## *Delivered by The Cornovii Trust*

No cost to TCT schools

**This programme allows participants to work on a current school improvement priority within a host school, which may be a different phase to your home school. You will be connected to a host school within the trust, with a named mentor.**

Host schools and mentors will be selected based on the training preferences of the participant. For example, a subject leader who would like to develop their understanding of pastoral systems may be linked to a behaviour or attendance leader in a host school.

This programme will be a practical approach to exploring senior leadership including action planning and measuring impact. It will be an authentic experience, from the rewards to occasional frustrations of senior leadership! Participants will be supported by a 'pre-visit preparation session' led by a trust CPD lead.



# 5. Executive Leadership Programme

## *Delivered by The Cornovii Trust*

No cost to TCT schools

**Become a leader of education, not of an institution, by working across multiple schools as a system leader.**

Core modules delivered by the CEO will cover the purpose of a multi-academy trust (MAT) and how to quality assure a MAT and the role of trust descriptors. Core modules will cover leading beyond an institution.

In addition to core modules, participants will lead projects across schools, covering lessons learnt and pitfalls to avoid. Projects will be designed around school capacity and participants' preferences, but current projects include transition in maths, transition in writing, CPD, priority learners framework, executive SENCO work, for example.

In the programme, participants will learn from each other, taking improvements back to drive their home school forwards.

