

MTPT Project

inspire, empower, connect

The MTPT Project Accreditation

Aims

- **Formally recognise** and celebrate the ‘tricky to certify’ CPD completed on parental leave
- Ensure that this CPD has an **impact on student outcomes**
- Positively influence the **perception of parental leave** in schools
- **Increase teacher retention** by empowering teachers returning from parental leave
- Influence schools to adopt more **family-friendly cultures**

Rationale

For some teachers, parental leave is the perfect opportunity to complete self-directed CPD. The MTPT Project recognises that the CPD that can be completed around the demands of a young family can be varied and broad-ranging, but invaluable to teachers’ personal and professional development. It is also therefore invaluable to the impact they are able to have on student outcomes when they return to the education system, whether that be in the classroom or elsewhere.

The MTPT Project offers the only framework in the UK to recognise this ‘tricky to certify’ CPD: visits to sites of cultural interest; reading; networking; volunteering; school visits and observations; coaching. This CPD is completed without obligation and according to the expectations and deadlines that teachers set themselves in order to work around the demands of their new families, and the important wellbeing space provided by parental leave.

Another issue is the cultures that teachers are met with when they return to the classroom, many of which do not fully understand or value the opportunity for CPD that parental leave offers. Reduced confidence and frustrations around being undervalued are often anecdotally stated as part of parents’ negative experience when returning to work after leave, and sometimes the beginning of teachers deciding to leave the profession altogether. Creating an Accreditation that enables teachers to confidently share their parental leave CPD experiences has not just proved beneficial to individuals, but also to the wider teaching profession as it empowers more teachers to collaborate, lead and remain in the profession after starting a family.

According to research collated by the TDT, however, in order to be effective, this CPD cannot simply exist in the isolation of parental leave: it must have an impact on student outcomes. For this reason, The MTPT Project provides a two-module unit: the first completed during parental leave; the second that takes this CPD and uses it to impact student outcomes.



Teachers benefit from the accreditation by:

- Taking part in a **flexibly structured CPD scheme**, tailored to their needs as new parents
- Receiving **coaching** from a qualified MTPT Project coach throughout Module 1 and 2
- Improving their **teaching and learning** during and after parental leave
- Receiving a **certificate** at the end of each module to present to their SLT and Line Managers
- Being part of a **community** of like-minded individuals undertaking similar CPD journeys who are helping to transform schools' attitudes towards parental leave and parent-teachers
- Bridging the **confidence gap** to negotiate return-to-work conditions appropriate for their new families

You are **eligible** for this accreditation if:

- You are approaching, or currently on **parental leave**
- OR You have taken **more than 12 months out** of the classroom in order **to take care of your family**
- You are interested in **returning** to an educational setting*
- You are **not completing** any of the following, formalised CPD routes:
 - PGCE
 - Undergraduate degree
 - Masters
 - PhD
 - NPQH

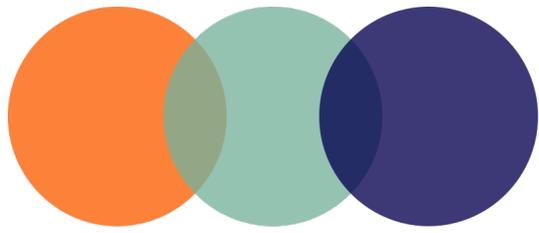


**Please note: this does not necessarily have to be within a conventional school setting.*

Schools benefit from the accreditation by:



- **Retention:** having engaged and motivated teachers with developed teaching and learning skills return to the classroom after parental leave
- **Leadership Development:** these teachers can lead and develop others, using their new expertise
- **Student Outcomes:** focusing explicitly on using CPD to positively impact student outcomes
- **Recruitment:** serving as a quality assurance measure for applicants to vacancies returning to the profession after taking time out to look after their families



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Module 1



What did you learn?

The MaternityCPD/ PaternityCPD Journey



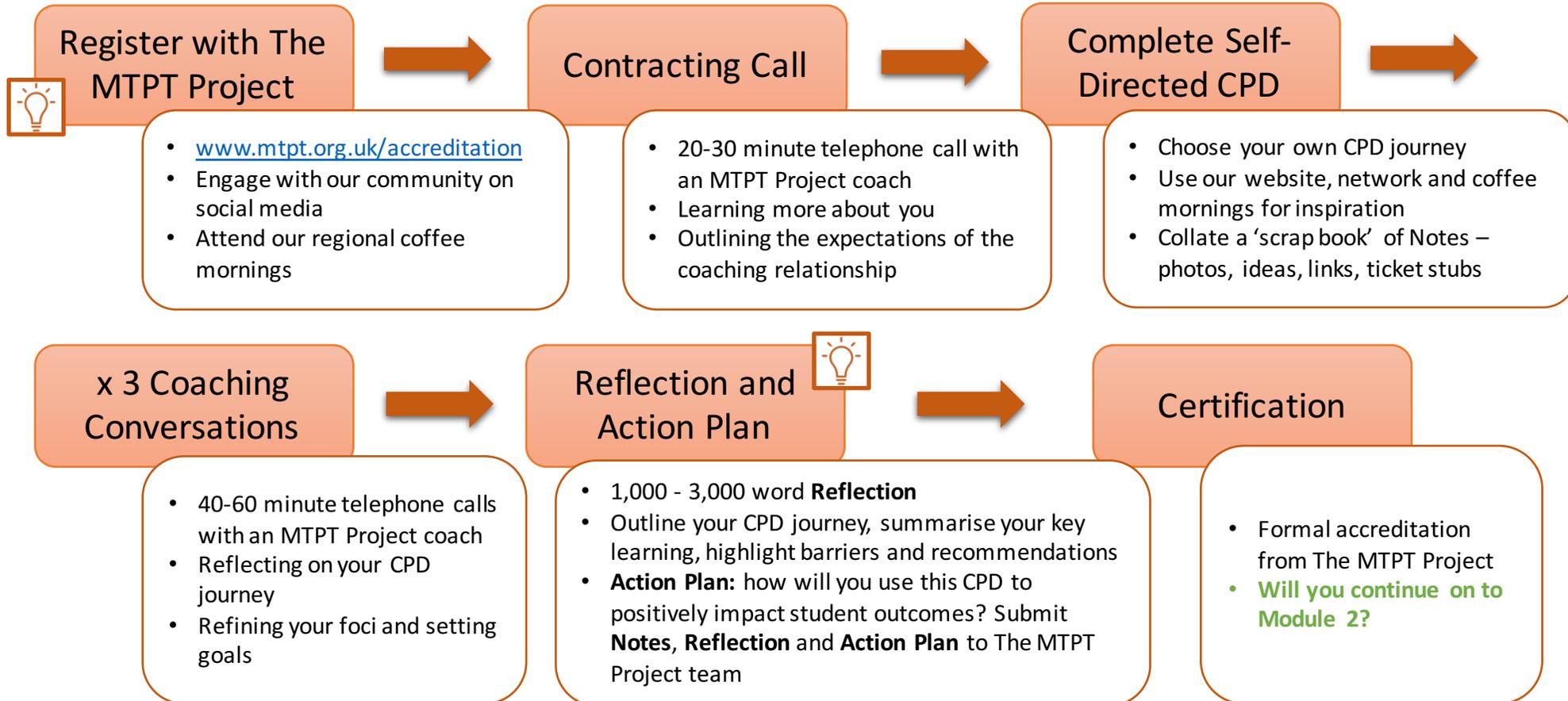
What will you do with it?

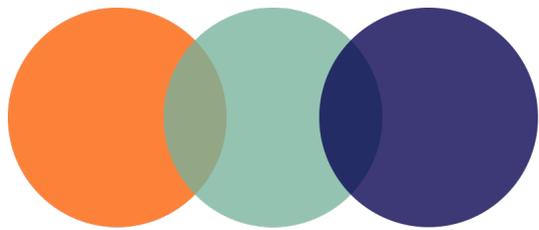
The Action Plan



You can begin your Module 1 at any point during your parental leave.

We are excited to explore other forms this Reflection might take – please do make suggestions for us to consider.





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Module 2



What did you do?

Application of Action Plan

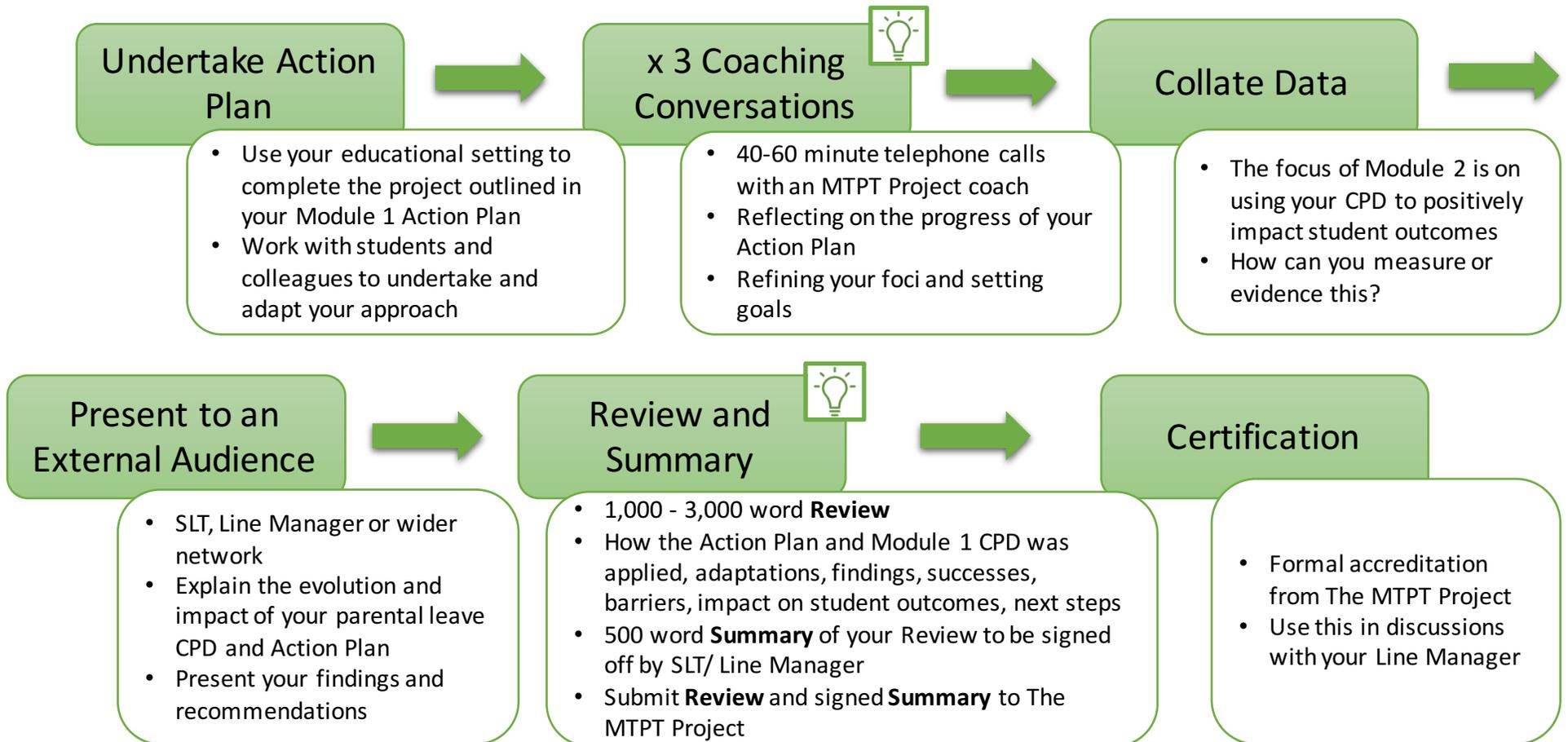


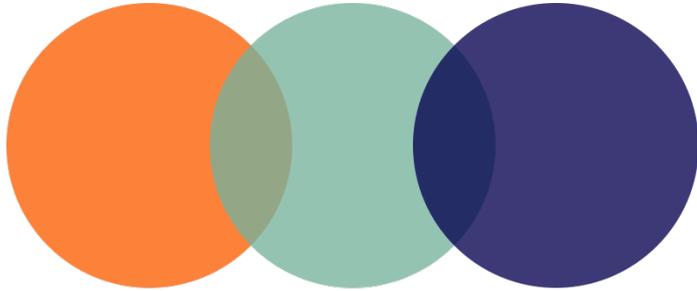
What impact did it have?

Analysis of student outcomes



We are excited to explore other forms this Review might take – please do make suggestions for us to consider.





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Our Values

We operate a 'no guilt, no pressure' policy – we understand that you lead busy lives and have lots of other priorities.

Your wellbeing, and the wellbeing of your child, is our number one priority.

If at any point, you wish to step back from, or end your involvement with The MTPT Project Accreditation, there will be no upset feelings.

We believe in **choice**:

- Parents are entitled to make **decisions** that are right for them and their families without pressure or judgment from external parties.
- Parents should have the confidence to **negotiate** return-to-work conditions that enable them to be professionally and personally fulfilled after having a child.

We believe in **wellbeing**:

- The **wellbeing** of parents and their children is our number one priority.
- “**Wellbeing**” means different things to different people.
- Schools that foster a **family-friendly** culture **improve the wellbeing for all staff members**, regardless of their family status.

We believe in **learning**:

- What constitutes as “**continued personal and professional development**” is varied and wide-ranging.
- Professional and personal development can be as **beneficial to the child** as the parent.
- The time and space to complete self-directed CPD whilst on parental leave can have huge **positive ramifications for students** when teachers return to the classroom.

We believe in **gender equality**.

- Currently, becoming a parent impacts mothers and fathers in **different ways**: some of these personal, some of them professional; some of them positively, some of them negatively.
- Both men and women should enjoy a **level playing field** and benefit from equality in the workplace and at home.
- By showcasing **positive, solutions-focused examples** of maternity leave, we hope that more fathers will be encouraged to take their shared parental leave entitlement, and the laws and cultures surrounding this will evolve to empower them to do so.