

# Career Case Study

## Overview

Charlie's career began in 2014 as an apprentice, completing a two-year course. Following the successful completion of her apprenticeship, she was delighted to be recruited as a full-time Teaching Assistant. From there, Charlie progressed to an Instructor, while completing her Foundation Degree at Boston College. This led to her achieving a Primary Education Degree with QTS at Bishop Grosseteste University, becoming a fully qualified teacher in 2019.



In 2022, Charlie embraced the opportunity to apply for a Middle Leader Pre-Formal Position and was successful. Today, in 2025, she is proud to serve as Assistant Headteacher, leading the Pre-Formal and Informal Pathways.

## How CIT Academies has supported Charlie's career progression:

The support from the Trust, both in and out of school, has been exceptional. Key highlights include:

- University Support: CIT enabled me to attend university one day per week and provided excellent in-school mentors.
- Specialist Training: A Makaton course enhanced my communication skills, enabling stronger relationships with pupils. I also completed Epilepsy, Oxygen, Moving & Handling on the job training.
- Leadership Development: The Trust's Director and Deputy Director of SEND offered me an Aspiring Leaders Programme, providing insight and guidance for senior leadership roles. Also, an ECT mentoring training course.
- Continuous Professional Development: Through LEARN, National College, and other providers, I have accessed both virtual and in-person training on topics such as behaviour management, curriculum development, and whole-school improvement. I am currently studying for my NPQSL with hopeful completion in April 2026.

## What Charlie likes about working at Tulip Academy:

Tulip Academy has supported me in every aspect of my role, valuing me as an individual and as part of a team. The Trust has communicated openly, provided honest feedback, and ensured that support was always available when needed.

Tulip Academy offers an uplifting, humbling, and enriching environment. The Trust and senior leaders are approachable, proactive, and committed to creating a workplace where everyone can thrive. To this day, I feel truly valued and invested in as a professional. Walking into a workplace with a strong, positive culture and a shared commitment to making every moment matter is at the heart of Tulip Academy. This ethos creates an environment where staff and pupils alike can thrive and succeed together.

