

NPQML

National Professional Qualification for Middle Leadership

The NPQML is an established qualification that provides national recognition of your leadership development and professional achievement as a middle leader.

NPQML is aimed at those who are, or are aspiring to become, a middle leader with responsibility for leading a team e.g. a key stage leader, a curriculum area leader, a pastoral services leader, a subject leader, a special educational needs co-ordinator (SENCO), or a head of department. This includes those who are, or are aspiring to be, a middle leader with cross-school responsibilities e.g. a Specialist Leader of Education (SLE).

It is designed to support participants in becoming highly effective middle leaders with the skills, confidence and knowledge to drive successful team performance and improved classroom practice.

Contents

1	National Professional Qualification for Middle Leadership	3	Support and Challenge Through Coaching
2	Why Do Your Leadership Qualifications Through Us?	4	Final Assessment
2	Our Programme	4	Costs for 2019-20
2	Use of a Leadership Diagnostic	4	Masters Credits
2	Induction	4	Booking
3	Face-to-Face Days	4	Closing Date
		4	Contact

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Why Do Your Leadership Qualifications Through Us?

- Well-established, school-based National Professional Qualifications Leadership development provider
- Exceptionally high satisfaction, completion and pass rates
- Facilitators and key speakers are outstanding leaders from primary, secondary and special schools
- Range of excellent, diverse placement schools
- Personalised support throughout
- 360 Leadership diagnostics top and tail each programme to allow tracking of progress across the course
- Opportunities for M credits towards the University of Nottingham's Masters in Educational Leadership and Management without extra charge or additional workload
- Easily accessible training venue

Our Programme

Our programme is delivered through a blended learning approach; a combination of face to face days, on-line learning, school experience, and self-study and personal reading. As a competency based programme there is a focus throughout on the development of skills and understanding alongside leadership behaviours. Whilst on the programme day-to-day leadership development in your current school will allow you to:

- Lead on a strategically challenging project
- Engage in challenge and support from your coach and/or head teacher
- Integrate new learning into your leadership practice
- Develop those leadership behaviours identified through the 360 diagnostic
- Negotiate and tackle specific whole team/school improvement priorities

Those not currently working in a school will undertake these activities in the school(s) that they have identified, and who have committed to support them.

The course duration is 12 months with an expectation that participants go for final assessment within 12-18 months from induction.

Use of a Leadership Diagnostic

All participants are required to complete a 360 leadership review based around key leadership behaviours. This enables participants to use feedback from peers, those they report to and those that report to them, to celebrate strengths and identify areas for development. Ideally, this review is completed prior to induction. At induction, coaches and participants consider how best to develop identified areas. We encourage the review to be redone at the end of the programme.

Induction

During induction you will:

- Meet your facilitators
- Hear from inspirational leaders; themselves past participants

- Have the opportunity to discuss your 360 degree diagnostic report with your coach
- Gain an overview of the programme to include an understanding of our 'blended learning' approach
- Reflect on your desired leadership development outcomes
- Gain an understanding of the final assessment process
- Gain an understanding of how our on-line platform, leadership moodle, can support your learning
- Explore the range of high-quality and current resources and activities available on leadership moodle
- Start to form strong professional relationships with colleagues that you will develop during and beyond the course

Face-to-Face Days

Facilitators, themselves excellent and inspiring leaders, quickly get to know you and your learning needs, following you through from induction to final assessment. Participants attend 7 face to face training days including induction and focussed school improvement days.

Activities during these days stimulate the sharing of best practice and reflection with key speakers from a range of phases and contexts providing case studies and accounts of practice for critique.

During the programme there will be a school improvement focus day. This will be personalised to meet the needs of each individual and may include a thematic visit to another school. Participants carrying out similar themes for their school improvement final assessment projects will be grouped and will work alongside an expert in that area, supported by their facilitators, to ensure you are well prepared for their final assessments.

Content covers six learning areas. Strategy and Improvement, Teaching and Curriculum Excellence, Leading with Impact, Working in Partnership, Managing Resources and Risks, and Increasing Capability. All focus on improving the effectiveness of leadership practice as well as developing behaviours around commitment, collaboration, personal drive, resilience, awareness, integrity and respect.

Support and Challenge Through Coaching

Coaching is an integral part of our leadership programmes. At application, your school is required to identify an appropriately experienced and senior leader to act as your coach. As part of your training, we will develop your coaching skills and provide opportunities for peer coaching to take place.

Coaching will give you the opportunity to draw together, and integrate your new learning, reflect on progress, build on strengths and identify any further development required. At application stage, your coach is required to provide a brief supporting statement of their commitment. Coaches may become a reviewer for your 360 diagnostic. Throughout the programme coaches will facilitate the integration of new learning into school-based practice and ensure that participants' improvement projects will enable them to meet the criteria required to pass final assessment. They may also be required to verify the evidence provided by participants for their final assessment.

Final Assessment

In order to gain the NPQML qualification, participants are required to complete an assessment task in their own school.

Participants must complete the following task:

- Lead an improvement project in their school lasting at least 2 terms aimed at improving pupil progress and attainment and the capability of their team.
- Submit a written report that doesn't exceed 4500 words (excluding supporting documents/materials), demonstrating how you meet the criteria which includes initiation, implementation and evaluation of the project.

Details of this process will be given to you during your induction. Final assessment is competency based and is carried out by an external assessor.

Costs for 2019-20

For schools with 210 or more on roll, the cost is £900.

For schools with less than 210 on roll, as identified by Edubase at the time of application, the cost is £750.

All charges include final assessment fees.

If you are a member of one of our partner or teaching school alliance schools, or making multiple bookings on behalf of a MAT or other cluster of schools, you may be eligible for up to a 10% discount.

Masters Credits

Our Leadership courses have been designed by, and are co-delivered with, the University of Nottingham. Participants on our programmes can gain exemption from up to two Masters modules of the University of Nottingham's MA Educational Leadership and Management degree.

Booking

We want to ensure that candidates are truly ready to undertake this programme. Our application forms are designed to help us ascertain this. Sponsors are closely involved in assessing, verifying and endorsing applications.

To reserve a place on this intake, please contact us to complete an initial booking form. Following the general election we will ask you to complete the final stages of the booking process to confirm your place on your chosen programme(s).

Closing Date

Closing date for bookings on to this course is Friday 27th September 2019.

Contact

For further information or to book please contact:

email: courses@george-spencer.notts.sch.uk

telephone: 0115 9170100

website: <http://www.george-spencer.notts.sch.uk/index.php/training/leadership-courses/npqml>