

# National Professional Qualification for Middle Leadership

## Programme overview

Middle leaders have an essential role in translating the school's vision into practice and are often described as the 'engine room' of school improvement. Outstanding schools have high-quality middle leaders and seek to continuously develop and build these individuals into high-performing teams.

The National Professional Qualification for Middle Leadership (NPQML) is designed to support participants to become highly effective middle leaders, with the skills, knowledge and confidence to be even more effective in their roles.

In partnership with the SSAT, the Slough Teaching School Alliance is pleased to be able to offer the NPQML as a DfE accredited provider, building on the success of previous popular middle leadership programmes.

## Who is the programme suitable for?

The NPQML is designed for those who are, or are aspiring to become, a middle leader with responsibility for leading a team. For example, a key stage leader, a curriculum area leader, a pastoral services leader, a subject leader, a special educational needs co-ordinator (SENCO), a head of department or those who are, or are aspiring to be, a middle leader with cross-school responsibilities such as a Specialist Leader of Education (SLE). Applications are welcome from teachers in primary, secondary, sixth form, and special schools including those working in the independent sector.

### Feedback from participants on this year's programme:

*"good discussions with colleagues and sharing of ideas"*

*"great activities"*

*"gave us good ideas to take back to school"*

*"Thank you to all the facilitators for making NPQML so informative and useful"*



## Programme content and dates

The NPQML training programme comprises of a range of professional learning opportunities, built around 12 course modules for delivering the foundations of successful leadership. These modules cover all the key middle leadership responsibilities.

Participants will need to attend 6 face-to-face sessions over the course of the programme to complete the modules. All sessions will take place at Langley Grammar School, Reddington Drive, Langley, Berkshire, SL3 7QS. **Full attendance at all training days to cover the module content is an SSAT requirement in order to achieve the qualification.**

Each module contains a mixture of theoretical input drawing on up-to-date research and evidence, structured reflection, peer discussion and ideas for practical application. Between sessions there will be guided readings and tasks to complete. Participants will also be required to undertake a school improvement project and submit a report of this, which will be formally assessed.

Schools sending participants will be asked to provide in-house coaching to support the professional development of participants through the programme and the completion of their school improvement project.

### Session content

1. Vision, values and the moral purpose
2. NPQML briefing for coaches and participants
3. Leading and managing innovation and change
4. Managing resources and risks
5. Data analysis for performance and progress
6. Evidence based teaching and learning
7. Leading strategic improvement
8. Developing your leadership approach
9. Building a high-performance team
10. Support and challenge – holding yourself and others to account
11. Developing yourself and others
12. Collaboration and partnership

**Dates will be confirmed at the start of the Autumn Term but the course is likely to begin in early November.**

**The proposed schedule involves six days spread over the year, with two modules being covered on each day. This may be subject to change, depending on the situation with COVID-19.**

# Final assessment

In order to gain the NPQML qualification, in addition to attending the face-to-face training days, participants are required to submit a report on their in-school improvement project, totalling 4500 words. The school improvement project normally should last at least 2 terms and must demonstrate impact on improving team capability and improving pupil progress and attainment.

This submission is assessed against the knowledge and skills set out in the 6 NPQML content areas: strategy and improvement, teaching & curriculum excellence, leading with impact, working in partnership, managing resources and risks, increasing capability. Participants must demonstrate competency in all areas in order to achieve the NPQML. This is in addition to the requirement to attend all face-to-face days and complete tasks between sessions.

Guidance and support will be given to participants on the face-to-face days regarding the school improvement project and assessment.

# Pricing

The cost of the programme is £895 which includes 6 face-to-face training days, course materials, refreshments, and the cost of the assessment of the participant’s school improvement project. Schools sending two or more colleagues can enjoy a reduced rate of £845 per participant. The cost is in line with DfE’s RRP of £900 per participant and our programme provides more face-to-face training than many providers.

Participants working in an Opportunity Area or a priority area (defined by the DfE as a category 5 or 6 'Achieving Excellence' area) are able to apply for scholarship funding to cover the full cost of the programme.

**Please note, in the event of a participant leaving the course, we are unable to refund any costs.**



# Course facilitators

- David Harding: Deputy Headteacher, Langley Grammar School.
- Janet Roberts: Teaching School Director (CPD and school support).
- Michelle Morales-Costin: Specialist Leader of Education.
- Seann Wilkinson: Specialist Leader of Education

# How to enrol

Applicants to the programme should complete the booking form below and return it, via email to Janet Roberts (janetroberts@lgs.slough.sch.uk) by **Wednesday 30th September**. There is a limit to the number of places available, so if there are more applicants than places, participants will be allocated on a first-come first-served basis. Schools will be invoiced in October 2020 for the full cost of the programme.

Please note, applications must be supported by the school’s Headteacher. Schools should also commit to providing a coach to support participants throughout the programme. Coaches will be asked to attend the NPQML briefing twilight with the participants on the afternoon of the first face-to-face day .

Name of school and phone number	Name of Headteacher
Participant(s) name(s) and email address(es)	Name(s) of coach(es) supporting participant(s) and email address(es)

Please return completed booking form to

**Janet Roberts**  
**STSA Teaching School Director**  
**(CPD & School Support)**

[janetroberts@lgs.slough.sch.uk](mailto:janetroberts@lgs.slough.sch.uk)

