

## **An opportunity to be part of the Kent Teaching School Hub: NPQ course facilitators**

Applications are invited from teachers and school leaders to facilitate for the new National Professional Qualifications (NPQs) that the Kent Teaching School Hub are offering in partnership with the Ambition Institute.

With the new qualification programmes beginning there are six NPQs to which the hub need to recruit facilitators to:

Specialist Teaching NPQs:	NPQ leading teaching NPQ leading teaching development NPQ leading behaviour and culture
Leadership NPQs:	NPQ senior leadership NPQ headship

Each NPQ will require two facilitators.

Using the superb curriculum and training materials provided by the expert Learning Design team at the Ambition Institute our facilitators will work directly with course participants by facilitating training conferences and support clinics. All of our NPQ facilitators become Visiting Fellows of the Ambition Institute which allows you free access to a number of Ambition's resources. To find out more about the principles underpinning the Ambition NPQ offer please click [here](#). Ambition's curriculum is based on the completely new and fully revised [NPQ frameworks](#) published by the Department for Education in October 2020 of which the content of the framework and its underpinning evidence have been independently assessed and endorsed by the Education Endowment Foundation (EEF). ***As such, facilitation for these NPQs will be following a substantially different model of delivery to previous NPQs.***

The role of NPQ facilitator offers an exciting and challenging professional development opportunity for an ambitious teacher and/or school leader who would like to contribute to the wider effectiveness of teaching and school leadership across Kent and the wider region.

### **Applications submission:**

Our team of NPQ facilitators will be overseen by the Kent Teaching School hub's operations director, Lizzie Croft. Lizzie is happy to talk informally with any colleague in a school considering applying for the role: [croft@bennett.kent.sch.uk](mailto:croft@bennett.kent.sch.uk)

To apply for the post, colleagues are invited to write a supporting statement of no more than one A4 side. This should set out the strengths & experience they believe will enable them to discharge this role effectively including which NPQs they wish to facilitate for.

The letter should be submitted to the administration manager for the Kent Teaching School hub, Andrea McGlew, (email: [info@ktsh.org.uk](mailto:info@ktsh.org.uk)) for the attention of Lizzie Croft by 12noon on Wednesday 7<sup>th</sup> July. The application letter should be sent by an applicant's Headteacher who will need to indicate in the covering email their support for the applicant's application. If the applicant is a headteacher the covering email should be from the headteacher's line manager (e.g. MAT CEO, executive headteacher, chair of governors).

We are keen to ensure recruitment of both primary and secondary based NPQ facilitators from all types of educational provision.

## Kent Teaching School hub NPQ facilitator job specification

The team of NPQ facilitators appointed will play a crucial role in the effective delivery of the NPQs

### **Summary of key responsibilities and remuneration:**

Facilitators will be supported for each of the following with provision of detailed training material and scripts provided by the Ambition Institute

- Facilitate 'face to face' day conferences (1 day conference for specialist NPQs and two 1 day conferences for the leadership NPQs)
- Facilitate termly support clinics once a term/every six weeks (to be held as twilight 4-6pm)
- Support networking clinic once a term/every six weeks
- Facilitate one assessment clinic/NPQ
- Complete one day of assessment of participant assignments/NPQ

Facilitator schools will be paid a day rate for each facilitator event of between £350-450 depending on facilitator and/or leadership experience and the specific course being facilitated for (e.g. NPQH facilitators will be paid £450). At least ten hours of the training the facilitator leads will need to be 'face to face.'

### **Our training offer for NPQ facilitators:**

To support facilitation of the above facilitators will be provided with the following to support their facilitation of NPQ programmes:

<b>Training</b>	<p>&gt; Two-days of training on the latest thinking around the NPQs, the programme, and techniques to support teacher and leadership development. <i>Training dates are available on 8<sup>th</sup>, 13<sup>th</sup>, 14<sup>th</sup>, 15<sup>th</sup> July as well as yet to be confirmed dates in September and October 2021.</i></p> <p>&gt; Access to online learning to explore aspects of facilitation to develop skills and support for the NPQ programme curriculum.</p>
<b>Content</b>	<p>&gt; Programme materials are carefully designed, with scripts to support the consistency of delivery.</p> <p>&gt; All training materials have gone through an extensive internal QA process and user testing, as well as being reviewed by the Department of Education and Education Endowment Foundation.</p>
<b>Briefings</b>	<p>&gt; Access to recorded briefings to support preparation for delivering sessions.</p> <p>&gt; Invitations to live Q&amp;A sessions.</p>
<b>Observation and feedback</b>	<p>&gt; Facilitators will receive one observation per year of their facilitation of the NPQ curriculum with coaching and feedback from Ambition's team of experienced teacher educators to help improve and develop their practice.</p>

All NPQ facilitators will need to commit to:

- Attending all training sessions and briefings provided by the Ambition Institute (indicative time commitment detailed below)
- Complete pre-reading associated with specific content as set by Ambition's Learning Design Team.
- Engage with the content ahead of the facilitator briefing
- Attend facilitator briefings prior to each training event
- Work with the co-facilitator to ensure sessions are delivered effectively
- Engage with any feedback shared with you

**Time commitment:**

The time commitment for each NPQ is summarised as follows:

***Specialist NPQ:***

***Delivery commitment:***

1 year programme

Facilitation of one six hour day conference – face to face at a venue organised by the Teaching School hub

Facilitation of six termly two hour twilight support clinics – combination of face to face and virtual organised by the Teaching School hub

Facilitate one two hour assessment clinic - virtual

Support course participants in at least two one hour termly networking events (twilight)

One day of assessment of participants assignments

***To deliver the above facilitators will need to commit to:***

2 training days (multiple date options July-October)

Half day preparation for day conference (including attendance at Ambition briefing event)

Half day preparation for termly support clinics (including attendance at Ambition briefing event)

2 hour preparation for assignment assessment process (using comparative judgement assessment)

Travel time for face to face training.

***Leadership NPQ (NPQSL & NPQH)***

***Delivery commitment:***

18 month programme

Facilitation of two six hour day conferences – face to face at a venue organised by the Teaching School hub

Facilitation of nine termly twilight two hour support clinics – combination of face to face and virtual organised by the Teaching School hub

Facilitate one two hour assessment clinic - virtual

Support course participants in at least two one hour termly networking events (twilight)

One day of assessment of participants assignments

***To deliver the above facilitators will need to commit to:***

- 2 training days (multiple date options July-October)
- 2 half days for preparation for day conferences (including attendance at Ambition briefing event)
- Half day preparation for termly support clinics (including attendance at Ambition briefing event)
- 2 hour preparation for assignment assessment process (using comparative judgement assessment)
- Travel time for face to face training.

**Person Specification**

In appointing our NPQ facilitators candidates should meet the following criteria and reference how they meet it in their application letter:

- Qualified to teach in the UK (hold QTS)
- Experience of teacher education at school and/or MAT level
- Holds, or has held, a relevant leadership role in a school (e.g. if delivering the NPQH, relevant experience as a head teacher would be beneficial)
- Track record of excellent teaching/leadership and delivering exceptional outcomes in a similar context of the schools they are supporting (e.g. pupils with low prior attainment or schools with above national average levels of pupil premium)
- Strong understanding of best practice in teaching and learning
- Good understanding of, and commitment to, the relevant NPQ framework
- A commitment to engage in the Kent Teaching School hub's quality assurance process and a drive to ensure our NPQs continue to improve

In order to facilitate NPQs effectively we consider that there are some specific NPQ requirements for those facilitating:

<b>NPQLT</b>	<ul style="list-style-type: none"> <li>&gt; An experienced middle leader or senior leader</li> <li>&gt; Has responsibility for leading teaching at department, phase or whole school level</li> <li>&gt; Knowledge of teaching, curriculum and assessment (and preferably the ECF framework)</li> </ul>
<b>NPQLTD</b>	<ul style="list-style-type: none"> <li>&gt; An experienced middle leader or senior leader</li> <li>&gt; Has responsibility for teacher development at department, phase or whole school level</li> <li>&gt; Knowledge of teacher development (and preferably the ECF framework)</li> </ul>
<b>NPQLBC</b>	<ul style="list-style-type: none"> <li>&gt; An experienced middle leader or senior leader</li> <li>&gt; Has responsibility for leading behaviour at year group, phase or whole school level</li> <li>&gt; Knowledge of behaviour and culture (and preferably the ECF framework)</li> </ul>
<b>NPQSL</b>	<ul style="list-style-type: none"> <li>&gt; An experienced senior leader (or headteacher)</li> <li>&gt; At least 3 years of relevant experience (i.e. as an Assistant or Deputy Head)</li> </ul>
<b>NPQH</b>	<ul style="list-style-type: none"> <li>&gt; A serving school leader in a headship role or in a more senior role but with headship experience (e.g. an EL).</li> <li>&gt; Suitable experience in leading a whole school or group of schools</li> </ul>

