

The new specialist teaching and leadership national professional qualifications (NPQs)

Kent Teaching School Hub are pleased to offer the full new national professional qualifications (NPQ) suite for the academic year 2021-2022.

What are the new NPQs?

In October 2020 the new NPQ frameworks were published by the Department for Education. Some new specialist teaching NPQs have been introduced and the leadership ones have had their content and assessment structure completely reformed.

- i) Specialist teaching NPQs are aimed at teachers who have, or aspire to have, responsibilities for leading teaching (NPQLT), leading behaviour & culture (NPQLBC) or leading teacher development (NPQLTD). These specialist NPQs replace what was previously known as the NPQML and take twelve months to complete. At the end of the programme there is a three-month assessment window to complete an 'open book' style assessment.
- ii) Leadership NPQs are aimed at those who aspire to be or who are senior leaders (NPQSL), headteachers or heads of school (NPQH) and executive headteachers (NPQEL). Different to previous leadership NPQs these pay much less attention to generic management and leadership styles and are focused on participants understanding the domain specific professional knowledge that is necessary to lead schools effectively. They take eighteen months to complete with a three-month assessment window at the end of each.

The content of the new NPQs builds on the professional knowledge of the 'learn that/learn how' statements of the [Early Career Framework](#) and offers an opportunity for leadership development at all levels. This body of professional knowledge will allow participants to develop an expertise that allows them to learn and apply it at the stage and specific contexts that they are working at. By using a common professional language, participants will be enabled to further access the continuous debate about school improvement. Through this we can build a collective expertise to help all our schools grow and develop.

The Teaching School hub network have been asked to provide NPQs working in partnership with one of the nine nationally accredited NPQ providers. The Kent Teaching School hub are delighted to be working in partnership with the [Ambition Institute](#) for all our NPQs and also with the [Church of England foundation for educational leadership](#) for our NPQH.

What is the cost?

The Department for Education are providing funding to help schools access these new qualifications. You should be aware that:

- Every state funded school in England is able to send at least one teacher **free of charge** for the NPQ leading teacher development (NPQLTD).
- Any headteacher can access the NPQH for free if they began their headship anytime from September 2019 onwards.

Full details of the funding available for all NPQs can be found [here](#).

Aside from the specific funding for NPQLTD and NPQH stated above, to qualify for a DfE funded scholarship participants to need to:

- Be or aspire to be in a position that links to the specific focus of the NPQ (e.g. be or aspire to be a senior leader in a school) and
- Work in a state funded school in England that is within the [top 30th percentile](#) in relation to pupils on Pupil Premium as of the end of the previous academic year. If you are unsure whether your schools in in this list contact us: info@ktsh.org.uk

Otherwise the costs are:

Ambition NPQLT, NPQLTD, NPQLBC:	£900
Ambition NPQSL:	£1140
Ambition NPQH:	£1980
Ambition NPQEL:	£4099
Church of England NPQH:	£1599

These prices are exclusive of VAT. Time commitments for each course are detailed below.

Who should complete the new NPQs?

i) The specialist teaching NPQs:

For teachers and school leaders who wish to develop their expertise in a specialist area of teaching practice. These 12 month courses are delivered by the Kent Teaching School Hub team in partnership with the [Ambition Institute](#).

[NPQ For Leading Teaching](#)

For teachers who have, or are aspiring to have, responsibilities for leading teaching in a subject, year group, key stage or phase. This programme explores effective teaching practice and how it can be applied across a range of subjects to equip colleagues to become a leader of teaching.

[NPQ For Leading Behaviour and Culture:](#)

For teachers who have, or are aspiring to have, responsibilities for leading behaviour and/or supporting pupil wellbeing in their school. Participants will learn evidence-based practices in behaviour management and how to create a school-wide culture where staff and pupils can thrive.

[NPQ For Leading Teacher Development](#)

For teachers who have, or are aspiring to have, responsibilities for leading the development of other teachers in their school. Participants will gain the knowledge to become a teacher educator and successfully support teachers in their school to expand their effectiveness. This course is ideal for any who have a leadership role linked to the implementation of the Early Career Framework and/or a lead mentor role within a SCITT.

ii) The leadership NPQs:

For existing or aspiring school leaders, these reformed 18-month NPQs focus on what the best available evidence tells us about the domain knowledge and skills needed for effective leadership.

NPQSL: This 18-month programme helps develop leadership knowledge and expertise to improve outcomes for teachers and pupils in schools. This is for school leaders who are, or are aspiring to be, a senior leader with cross-school responsibilities.

NPQH: Within 18 months, participants will develop the knowledge underpinning expert school leadership and apply it to their role. This is for school leaders who are, or are aspiring to be, a headteacher or head of school with responsibility for leading a school. We have two NPQH course offers: one with [Ambition Institute](#) and one with the [Church of England](#). The difference between both is explained on page 4 of this document.

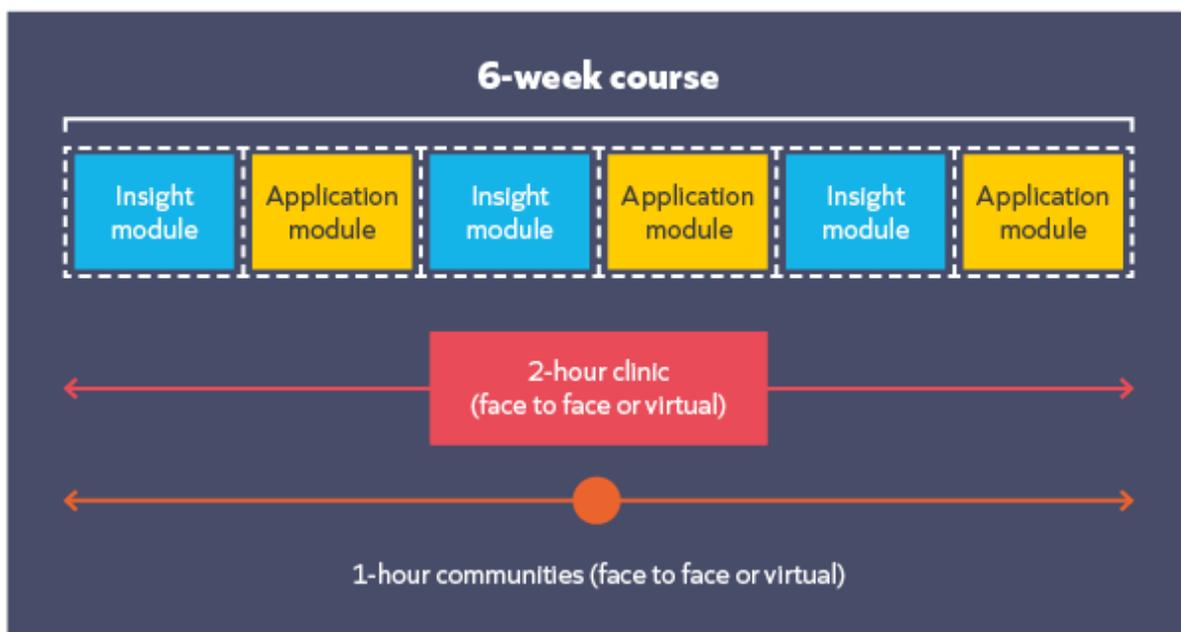
NPQEL: In 18 months, participants will develop the expertise needed to become an outstanding executive leader, leading change and improvement across your group of schools or multi-academy trust. This is for school leaders who are, or are aspiring to be, an executive headteacher or have a school trust CEO role with responsibility for leading several schools. NPQEL participants will join a national cohort with training provided directly from the central team at the Ambition Institute.

What is the time commitment for participants?

Specialist NPQs:

These are each twelve months long with a three-month assessment window at the end of the twelve months.

The programme starts with a day conference (held virtually or face to face in a Kent location) followed by six half termly courses (see diagram below). Each course contains carefully sequenced content designed to be completed each week following a blended learning pattern. This alternates between completion of an online 'insight module' followed by a week of undertaking activities that help you put your learning into practice (the 'application module'). The weekly time commitment for completion of the insight and application modules is designed to be fifty minutes.



Once a term, participants also attend a two-hour clinic facilitated by one of the Kent Teaching School hub's NPQ facilitators. These will vary between virtual and Kent based face to face settings. Each term participants also attend a one hour 'communities' event that is a network support and development event for all in the cohort.

The total time commitment for each term should therefore be eight hours. At the end of the course there is a two-hour assessment clinic to help participants complete the assessment task.

Leadership NPQs: NPQSL and NPQH

These are each eighteen months long with a three-month assessment window at the end of the twelve months. For our Ambition Institute partnered leadership NPQs the course follows the same half termly pattern described above for the specialist NPQs but over a longer period of time:

That is:

- Nine courses (each course lasting six weeks). Each week the course content is designed to take up to an hour.
- Six two-hour clinics facilitated by us (one clinic for each short term)
- Nine community network sessions (a one-hour cohort session each short term)
- One two-hour assessment clinic at the end of the eighteen months

In addition, there are two full day conferences (one at beginning of year 1) and the second at the beginning of year 2) and for NPQH a school visit too.

For our Church of England partnered NPQH the delivery model is different. There are five 'learning cycles' and for each cycle participants will follow this pattern of learning:



In summary, for each of those five learning cycles participants will:

- Attend a full day face to face training event
- Practice and apply your professional knowledge supported by a two-hour coaching programme. The strong coaching element of the Church of England NPQH is a distinctive feature of their NPQH.
- Undertake up to one hour/week on self-guided online modules.

Participants will also attend three introductory webinars at the beginning of the course.

For the NPQEL we are partnered with Ambition who will deliver all of the content to a nationally recruited cohort. Full details of the course structure are detailed [here](#):

How do I register interest and/or book a place for colleagues in my school?

Applications for NPQs are now open for those wishing to start their NPQ in November 2021.

Our first cohort will start in November 2021 with the possibility of a second cohort starting for some NPQs from February 2022.

If you or a colleague in your school wish to find out more about the NPQ offer and what it entails please contact us directly: info@ktsh.org.uk To start in November you will need to apply by 12th October for all the NPQs we are providing in partnership with the Ambition Institute and by 8th October for the NPQH we are providing in partnership with the Church of England.

To apply please complete our [NPQ Interest Form](#) or apply directly through the [Ambition Institute](#) or the [Church of England](#)

Extra support: In addition to the NPQH both our Ambition and Church of England partners have an 'additional support offer' (ASO) for new headteachers within the first two years of headship who have either already completed the NPQH or are now undertaking the revised NPQH. Both providers are partnered with us to provide a personalised learning journey covering key content aligned with the NPQH framework as well as providing participants with one to one coaching. The programme is designed to help new headteachers settle into post by helping them link the professional knowledge taught through the NPQH to their day to day work. Access to a one to one coaching model helps powerfully to deliver this.

Headteachers are eligible for this **free** targeted support package if they meet the following criteria:

- are in the first 24 months of headship
- work in a state-funded school in England upon starting the training
- have either completed an NPQH before taking up their first headship post or are currently taking the NPQH
- have not withdrawn from the additional support programme previously

All places on this programme are funded by the Department for Education at a cost of £800 per participant.

Full details of the Ambition Institute Additional Support offer can be found [here](#).

Full details of the Church of England Additional Support offer can be found [here](#).