

National Professional Qualification in Executive Leadership (NPQEL)

Qualification Specification



NPQEL AT A GLANCE

Course Duration: **18 months**

Face-to-Face Events: **6 events**

Online Learning: **38 hours**

Coaching: **10 hours**

Total Learning Hours: **124 hours**

Final Assessment: **Case study scenario**

★ Awards **60 Master's Credits**

About NPQEL

The DfE-accredited NPQEL 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. This flexible part-time training fits around a busy school leader's timetable and is delivered through a combination of face-to-face events, online study, webinars and coaching. Completing NPQEL is hugely beneficial for participants as well as their school and pupils.

Benefits for participants

- ✔ Increased awareness and understanding of self and of the behaviours needed to lead across multiple organisations
- ✔ Access to high-quality feedback and ongoing interaction with qualified performance coaches
- ✔ Increased capability and capacity to take on a multi-school organisation – having the skills, knowledge and understanding to do the job more effectively
- ✔ National and international networking

Benefits for schools

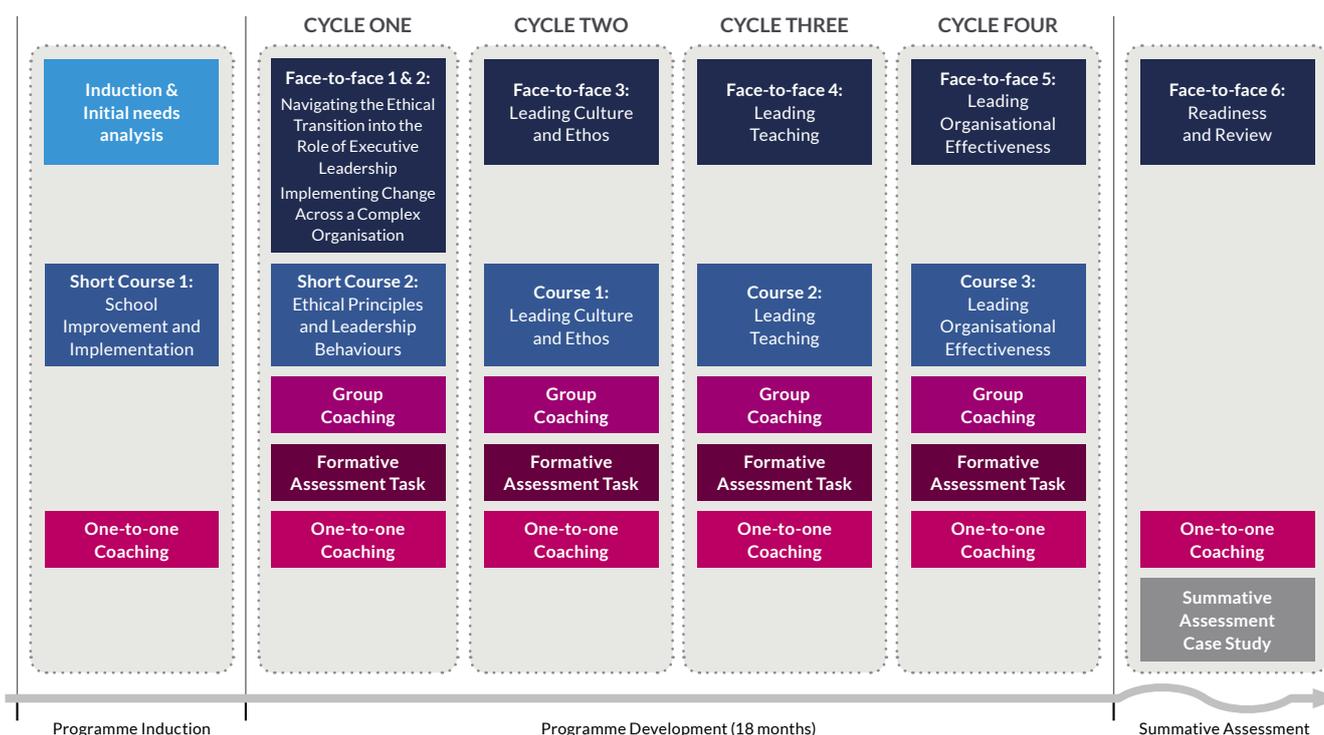
- ✔ Increased national networking and partnership opportunities
- ✔ Insight into the systems, sectors and sources of effective leadership practice
- ✔ A professionally aware and informed leader who can make evidence-based strategic decisions and approach new challenges in an effective and efficient manner
- ✔ The ability to review and evaluate practice in order to bring about change and get the best for young people and staff within the organisation

Qualification elements

INDUCTION STAGE	Induction (incl. Initial needs analysis: 1 hour)	6 hours	Total Guided Learning Hours: 124
DEVELOPMENT STAGE	Face-to-face events	36 hours	
	Online course study	38 hours	
	Formative assessment tasks	34 hours	
	Leadership performance coaching	10 hours	
SUMMATIVE ASSESSMENT STAGE	Case study scenario	Max. 1500 words	

Qualification programme structure

The NPQEL content is delivered across four development stage cycles that include face-to-face events, online study, a formative assessment task and leadership performance coaching. The context focus for each cycle aligns to each of the content areas identified by the DfE and their sequencing across the delivery cycle has been carefully crafted to ensure depth of study and time for most effective reflection and review by each participant.





Induction

The induction stage includes insight into and preparation for qualification engagement and the *School improvement and implementation* short course. Participants will complete their initial needs analysis as part of this stage.

Induction and Initial needs analysis

Self assessment of skills, knowledge and understanding of 'learn that' and 'learn how to' statements derived from the DfE qualification frameworks and leadership behaviours. The outcomes of the analysis inform ongoing discussion and feedback throughout the programme.



Face-to-face content outline

The NPQEL programme includes six face-to-face events spread across the 18-month duration of the qualification.

Each event precedes online course study and will introduce the climate and context for online study. The six event days consist of tailored practice tasks, group networking and self-managed learning interaction supporting powerful dialogue and leadership development.

Days 1 and 2 are combined and take the form of a Residential held in a suitable venue. Meals and a hotel stay are provided for all participants.

Face-to-face events

- **Residential Days 1 & 2:**
Navigating the Ethical Transition into the Role of Executive Leadership
Implementing Change Across a Complex Organisation
- **Day 3:** Leading Culture and Ethos
- **Day 4:** Leading Teaching
- **Day 5:** Leading Organisational Effectiveness
- **Day 6:** Readiness and Review



Online course content outline

NPQEL participants will undertake two short courses and three full courses.

As part of online course engagement compliance, participants will be required to select and complete three practice activities and undertake one formative assessment task.

Each full course includes three study modules that are to be completed within a recommended time frame of 10 hours. Each short course is composed of 4 hours of study.

Short courses

1. School Improvement and Implementation
2. Ethical Principles and Leadership Behaviours

Full courses

1. **Leading Culture and Ethos**
 - Module 1: School culture
 - Module 2: Behaviour
 - Module 3: Professional development
2. **Leading Teaching**
 - Module 1: Teaching
 - Module 2: Curriculum and assessment
 - Module 3: Additional and SEN/disabilities
3. **Leading Organisational Effectiveness**
 - Module 1: Organisational management
 - Module 2: Working in partnership
 - Module 3: Governance and accountability



Formative assessment tasks

The formative assessment tasks are in-school practice-led activities that participants choose to complete following an online course. There are four formative assessment tasks for NPQEL. These tasks can be undertaken in participants' own or other school.



Leadership performance coaching

NPQEL participants will engage with ten hours of coaching.

Group coaching

- Four hours (one hour following each online course)

One-to-one coaching

- Six hours (one hour during the induction stage and then one hour following the completion of each formative assessment task, plus an impact review prior to the summative assessment stage)



Assessment

Qualification elements that count towards final assessment

To pass an NPQ, the following criteria need to be met:

- Participants must engage in 90% of the course elements determined by the provider.
- Participants must submit and pass one summative assessment that takes the form of a case study. Participants have an eight-day window to provide a written response of a maximum 1500 words and submit this by midnight on the designated eighth day.

What are the course elements I must engage with?

1. Leadership Development Record (LDR) review
2. Face-to-face events
3. Online practice activities
4. Formative assessment tasks
5. Coaching

Course intakes

There are two intakes per year, one beginning in autumn and one in spring. Please see our website for application deadlines and delivery schedules.

Delivery locations

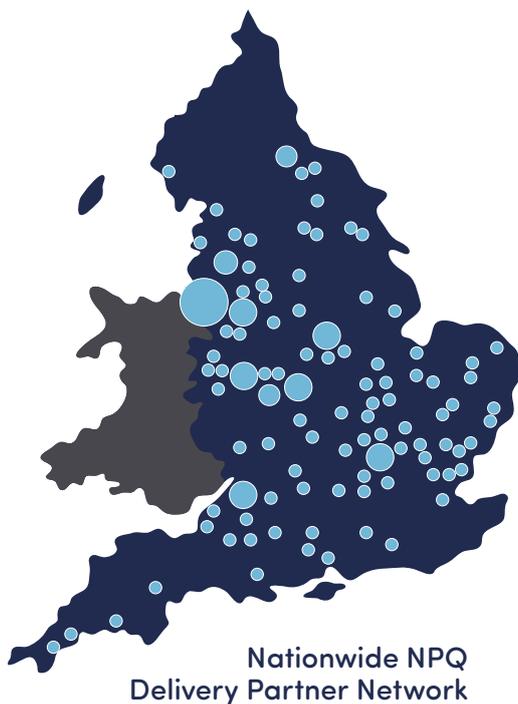
Delivery venues are largely provided through our national network of teaching school and multi-academy trust partners. Participants applying from one of our partner groups will be allocated to that group for the face-to-face events*.

In addition to partner groups we also have a number of groups located according to the geography of the participants that register, helping minimise travel time for the majority of participants.

Participants not registering through a school partner will be allocated to their most geographically convenient group for the three training events.

Our face-to-face groups take place across the country and we strive to ensure all participants have access to local delivery.

* Subject to group viability



Contact us

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Entry requirements

NPQEL applicants must be a serving headteacher (or equivalent role) with a minimum of 3 years' experience.

In order to be accepted onto the qualification, participants will need to identify and nominate a sponsor. This should be someone with a detailed and professional knowledge of the participant's work, impact, professional characteristics and leadership behaviours.

How to apply

Completing an NPQ is a huge achievement that requires a significant investment in time and effort. As such we advise all participants to follow these steps when applying:

- Discuss the NPQ with your headteacher or CPD lead. What are your goals? How will the NPQ benefit your school and pupils?
- Contact us with any questions about the qualification or the availability of funding.
- Start your application as early as possible to avoid the last minute NPQ rush!

The new and simplified NPQ application form can be found at outstandingleaders.org/npqel

It should take no longer than 10 minutes to complete and our NPQ advisors are on-hand via our website's livechat to answer your questions and support your application.

We look forward to working with you 😊

What's next?

Participants that achieve the NPQEL may choose to continue their professional development through the completion of a master's degree in business administration (MBA) using the 60 master's credits earned through completion of the qualification.

Professionally, NPQEL graduates may choose to apply for executive leadership roles such as CEO or COO of a MAT, executive headteacher posts or similar.

Accredited NPQ provider



National Professional Qualification in Headship (NPQH)

Qualification Specification



NPQH AT A GLANCE

Course Duration: **18 months**

Face-to-Face Events: **5 events**

Online Learning: **38 hours**

Coaching: **10 hours**

Total Learning Hours: **112 hours**

Final Assessment: **Case study scenario**

★ Awards **60 Master's Credits**

About NPQH

The DfE-accredited NPQH delivers evidence-based headship training to those who are, or aspire to be, headteachers. This flexible part-time training fits around a teacher's timetable and is delivered through a combination of face-to-face events, online study, webinars and coaching. Completing NPQH is hugely beneficial for participants as well as their school and pupils.

Benefits for participants

- ✔ Focus on and develop the key skills needed for headship
- ✔ Time to reflect on leadership practice and to network with a wide range of school leaders
- ✔ Increased awareness and understanding of self and of the behaviours needed to lead a school
- ✔ Increased confidence to drive the vision and improve standards

Benefits for schools

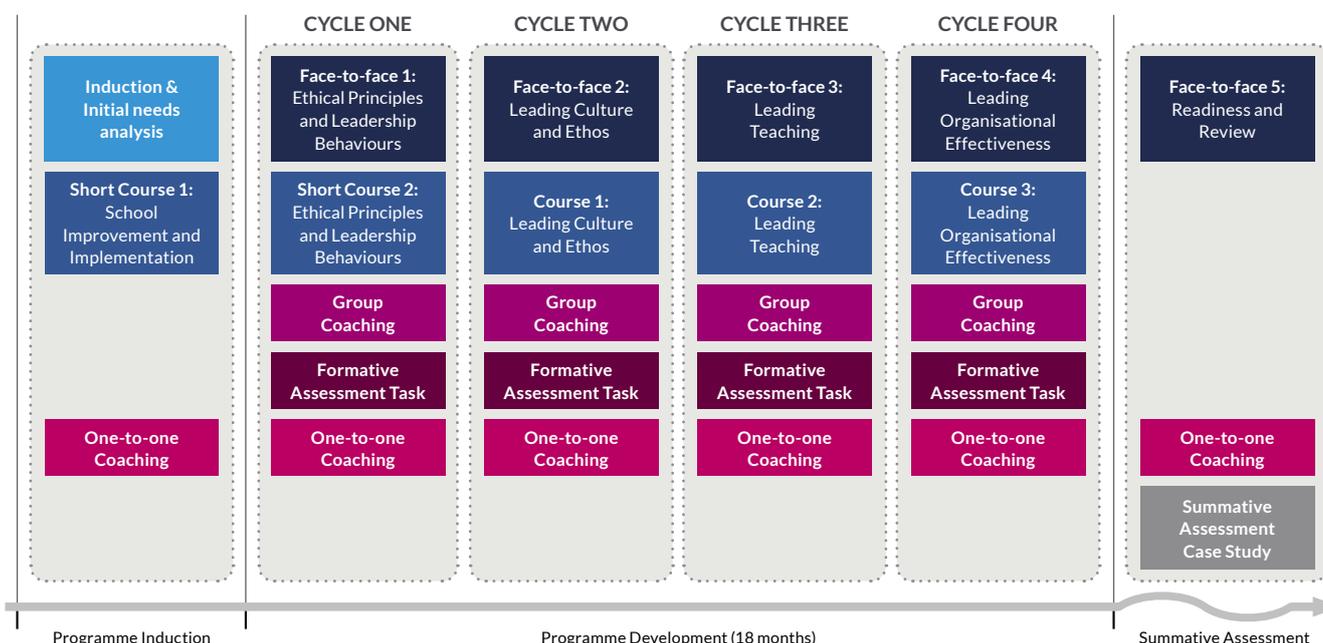
- ✔ A professionally aware and informed leader who can make evidence-based decisions and approach new challenges in an effective and efficient manner
- ✔ The ability to delegate responsibility effectively, empowering staff to lead on whole-school improvement
- ✔ Support succession of school leaders and build a cohesive, impact-focused school leadership team
- ✔ The ability to review and evaluate practice in order to bring about change and get the best

Qualification elements

INDUCTION STAGE	Induction (incl. Initial needs analysis: 1 hour)	6 hours	Total Guided Learning Hours: 112
DEVELOPMENT STAGE	Face-to-face events	30 hours	
	Online course study	38 hours	
	Formative assessment tasks	28 hours	
	Leadership performance coaching	10 hours	
SUMMATIVE ASSESSMENT STAGE	Case study scenario	Max. 1500 words	

Qualification programme structure

The NPQH content is delivered across four development stage cycles that include face-to-face events, online study, a formative assessment task and leadership performance coaching. The context focus for each cycle aligns to each of the content areas identified by the DfE, and their sequencing across the delivery cycle has been carefully crafted to ensure depth of study and time for most effective reflection and review by each participant.



Induction

The induction stage includes insight into and preparation for qualification engagement and the *School improvement and implementation* short course. Participants will complete their initial needs analysis as part of this stage.

Induction and Initial needs analysis

Self assessment of skills, knowledge and understanding of 'learn that' and 'learn how to' statements derived from the DfE qualification frameworks and leadership behaviours. The outcomes of the analysis inform ongoing discussion and feedback throughout the programme.

Face-to-face content outline

The NPQH programme includes five face-to-face events spread across the 18-month duration of the qualification.

Each event precedes online course study and will introduce the climate and context for online study. The five event days consist of tailored practice tasks, group networking and self-managed learning interaction supporting powerful dialogue and leadership development.

Face-to-face events

- **Day 1:** Ethical Principles and Leadership Behaviours
- **Day 2:** Leading Culture and Ethos
- **Day 3:** Leading Teaching
- **Day 4:** Leading Organisational Effectiveness
- **Day 5:** Readiness and Review

Online course content outline

NPQH participants will undertake two short courses and three full courses.

As part of online course engagement compliance, participants will be required to select and complete three practice activities and undertake one formative assessment task.

Each full course includes three study modules that are to be completed within a recommended time frame of 10 hours. Each short course is composed of 4 hours of study.

Short courses

1. **School Improvement and Implementation**
2. **Ethical Principles and Leadership Behaviours**

Full courses

1. **Leading Culture and Ethos**
 - Module 1: School culture
 - Module 2: Behaviour
 - Module 3: Professional development
2. **Leading Teaching**
 - Module 1: Teaching
 - Module 2: Curriculum and assessment
 - Module 3: Additional and SEN/disabilities
3. **Leading Organisational Effectiveness**
 - Module 1: Organisational management
 - Module 2: Working in partnership
 - Module 3: Governance and accountability

Formative assessment tasks

The formative assessment tasks are in-school practice-led activities that participants choose to complete following an online course. There are four formative assessment tasks for NPQH.

Leadership performance coaching

NPQH participants will engage with ten hours of coaching.

Group coaching

- Four hours (one hour following each online course)

One-to-one coaching

- Six hours (one hour during the induction stage and then one hour following the completion of each formative assessment task, plus an impact review prior to the summative assessment stage)

Assessment

Qualification elements that count towards final assessment

To pass an NPQ, the following criteria need to be met:

- Participants must engage in 90% of the course elements determined by the provider.
- Participants must submit and pass one summative assessment that takes the form of a case study. Participants have an eight-day window to provide a written response of a maximum 1500 words and submit this by midnight on the designated eighth day.

What are the course elements I must engage with?

1. Leadership Development Record (LDR) review
2. Face-to-face events
3. Online practice activities
4. Formative assessment tasks
5. Coaching

Course intakes

There are two intakes per year, one beginning in autumn and one in spring. Please see our website for application deadlines and delivery schedules.

Delivery locations

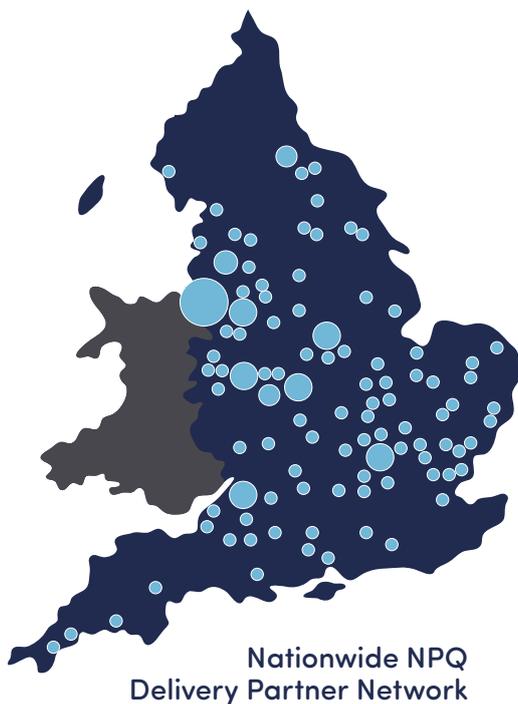
Delivery venues are largely provided through our national network of teaching school and multi-academy trust partners. Participants applying from one of our partner groups will be allocated to that group for the face-to-face events*.

In addition to partner groups we also have a number of groups located according to the geography of the participants that register, helping minimise travel time for the majority of participants.

Participants not registering through a school partner will be allocated to their most geographically convenient group for the three training events.

Our face-to-face groups take place across the country and we strive to ensure all participants have access to local delivery.

* Subject to group viability



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Entry requirements

NPQH applicants should be in a current headteacher, deputy headteacher, vice principal or equivalent role and about 18 months away from applying for headship (if not already in post).

In order to be accepted onto the qualification, participants will need to identify and nominate a sponsor. This should be someone with a detailed and professional knowledge of the participant's work, impact, professional characteristics and leadership behaviours.

How to apply

Completing an NPQ is a huge achievement that requires a significant investment in time and effort. As such we advise all participants to follow these steps when applying:

- Discuss the NPQ with your chair of governors, school improvement officer or executive headteacher. What are your goals? How will the NPQ benefit your school and pupils?
- Contact us with any questions about the qualification or the availability of funding.
- Start your application as early as possible to avoid the last minute NPQ rush!

The new and simplified NPQ application form can be found at outstandingleaders.org/npqh

It should take no longer than 10 minutes to complete and our NPQ advisors are on-hand via our website's livechat to answer your questions and support your application.

We look forward to working with you 😊

What's next?

Participants who successfully complete NPQH may choose to continue their professional development through the completion of a master's degree in educational leadership using the 60 master's credits earned through completion of the qualification.

Alternatively, participants might go on to complete the National Professional Qualification in Executive Leadership (NPQEL).

Professionally, NPQH graduates may choose to apply for a headship or system leadership role, such as national leader of education (NLE) or teaching school director.

Accredited NPQ provider



National Professional Qualification in Leading Behaviour and Culture (NPQLBC)

Qualification Specification



NPQLBC AT A GLANCE

Course Duration: **12 months**

Face-to-Face Events: **3 events**

Online Learning: **34 hours**

Coaching: **6 hours**

Total Learning Hours: **82 hours**

Final Assessment: **Case study scenario**

★ Awards **30 Master's Credits**

About NPQLBC

The DfE-accredited NPQLBC is for teachers who have, or are aspiring to have, responsibilities for leading behaviour and/or supporting pupil wellbeing in their school. This flexible part-time training fits around a teacher's timetable and is delivered through a combination of face-to-face events, online study and coaching. Completing the NPQLBC is hugely beneficial for participants as well as their school and pupils.

Benefits for participants

- ✔ Become adept in ensuring good behaviour and a culture of high expectations and learning are maintained across the school
- ✔ Develop expertise across a number of specialist areas related to their role (e.g., behaviour systems)
- ✔ Content contextualised for your locality and updated to reflect national developments and legislation

Benefits for schools

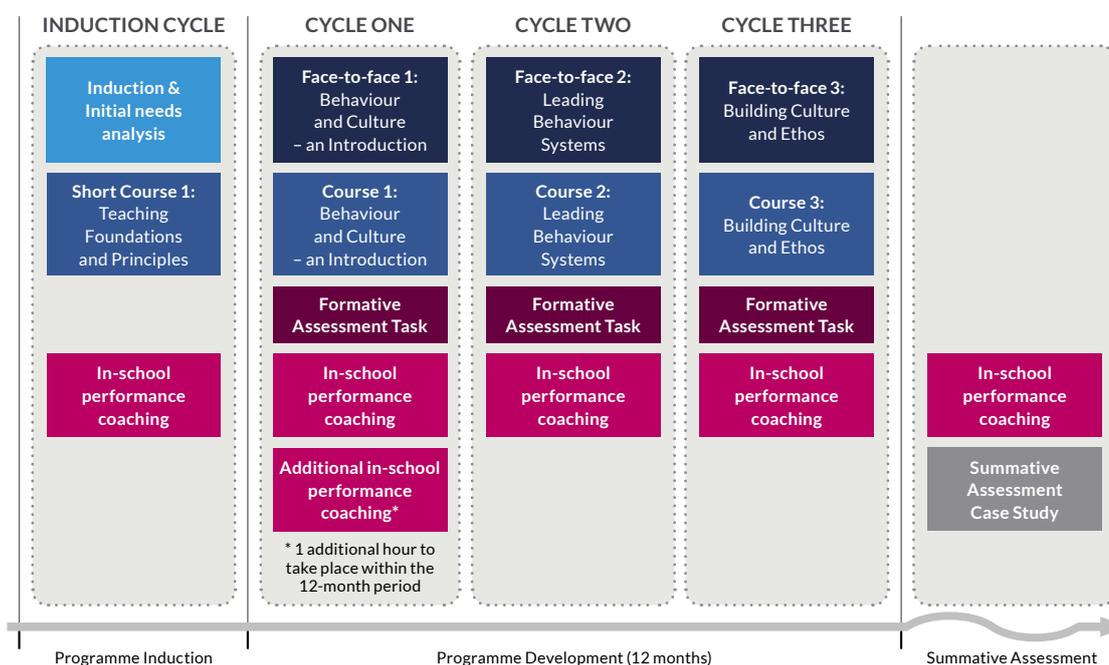
- ✔ A professionally aware and informed leader who can make evidence-based decisions to implement proven behaviour management processes and a culture of high expectations within your school
- ✔ Regular progress updates for mentors and headteachers
- ✔ Support succession of school leaders and build a cohesive, impact-focused school leadership team

Qualification elements

INDUCTION STAGE	Induction (incl. Initial needs analysis: 1 hour)	6 hours	Total Guided Learning Hours: 82
DEVELOPMENT STAGE	Face-to-face events	18 hours	
	Online course study	34 hours	
	Formative assessment tasks	18 hours	
	In-school performance coaching	6 hours	
SUMMATIVE ASSESSMENT STAGE	Case study scenario	Max. 1500 words	

Qualification programme structure

The NPQLBC content is delivered across three development stage cycles that include face-to-face events, online study, a formative assessment task and in-school performance coaching. The context focus for each cycle aligns to each of the content areas identified by the DfE and their sequencing across the delivery cycle has been carefully crafted to ensure depth of study and time for most effective reflection and review by each participant.





Induction

The induction cycle includes insight into and preparation for qualification engagement and the *Teaching foundations and principles* short course. Participants will complete their initial needs analysis as part of this stage.

Induction and Initial needs analysis

Self assessment of skills, knowledge and understanding of 'learn that' and 'learn how to' statements derived from the DfE qualification framework and leadership behaviours. The outcomes of the analysis inform ongoing discussion and feedback throughout the programme.



Face-to-face content outline

The NPQLBC programme includes three face-to-face events spread across the 12-month duration of the qualification.

Each event precedes online course study and will introduce the climate and context for online study. The three event days consist of tailored practice tasks, group networking and self-managed learning interaction supporting powerful dialogue and leadership development.

Face-to-face events

- **Day 1:** Behaviour and Culture – an Introduction
- **Day 2:** Leading Behaviour Systems
- **Day 3:** Building Culture and Ethos



Online course content outline

NPQLBC participants will undertake one short course and three full courses.

As part of online course engagement compliance, participants will be required to select and complete three practice activities and undertake one formative assessment task per cycle.

Each full course includes a series of study modules that are to be completed within a recommended time frame of 10 hours. The short course comprises 4 hours of study.

Short course

1. **Teaching Foundations and Principles**

Full courses

1. **Behaviour and Culture – an Introduction**
 - Module 1: Implementation
 - Module 2: What does research tell us about enabling good behaviour?
 - Module 3: Identifying school behaviour needs
2. **Leading Behaviour Systems**
 - Module 1: Enabling good behaviour
 - Module 2: Complex behaviours
3. **Building Culture and Ethos**
 - Module 1: Professional development
 - Module 2: School culture



Formative assessment tasks

The formative assessment tasks are in-school practice-led activities that participants choose to complete following each online course. There are three formative assessment tasks for NPQLBC.



In-school performance coaching

NPQLBC participants will engage with six hours of in-school performance coaching. One of these will be during the induction cycle, and the final one (the Impact Review) will take place prior to the summative assessment stage.



Assessment and compliance

Qualification elements that count towards final assessment

To pass an NPQ, the following criteria need to be met:

- Participants must engage in 90% of the course elements.
- Participants must submit and pass one summative assessment that takes the form of a case study. Participants have an eight-day window to provide a written response of a maximum 1500 words and submit this by midnight on the designated eighth day.

What are the course elements I must engage with?

1. Leadership Development Record (LDR) review
2. Face-to-face events
3. Online practice activities
4. Formative assessment tasks
5. In-school performance coaching

Course intakes

There are two intakes per year, one beginning in autumn and one in spring. Please see our website for application deadlines and delivery schedules.

Delivery locations

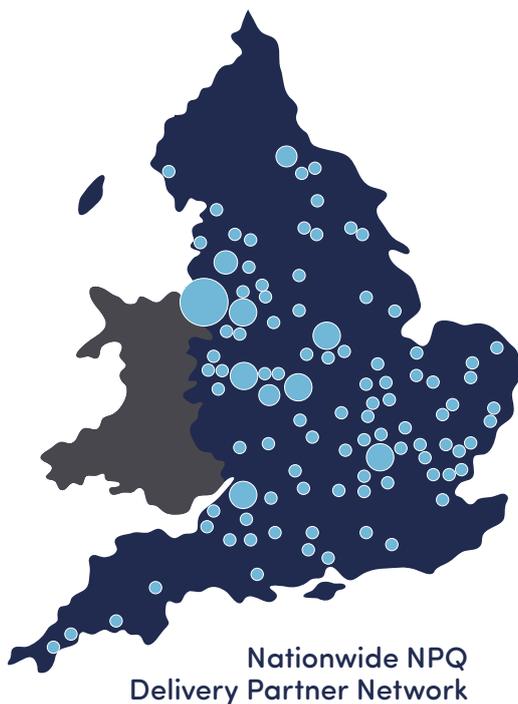
Delivery venues are largely provided through our national network of teaching school and multi-academy trust partners. Participants applying from one of our partner groups will be allocated to that group for the face-to-face events*.

In addition to partner groups we also have a number of groups located according to the geography of the participants that register, helping minimise travel time for the majority of participants.

Participants not registering through a school partner will be allocated to their most geographically convenient group for the three training events.

Our face-to-face groups take place across the country and we strive to ensure all participants have access to local delivery.

* Subject to group viability



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Entry requirements

Applicants must have completed 2 full years of teaching and have either QTS, QTLS, a Level 5 (or higher) qualification (any subject) or an international equivalent.

An in-school performance coach will need to be identified.

How to apply

Completing an NPQ is a huge achievement that requires a significant investment in time and effort. As such we advise all participants to follow these steps when applying:

- Discuss the NPQ with your headteacher or CPD lead. What are your goals? How will the NPQ benefit your school and pupils?
- Contact us with any questions about the qualification or the availability of funding.
- Start your application as early as possible to avoid the last minute NPQ rush!

The new and simplified NPQ application form can be found at outstandingleaders.org/npqlbc

It should take no longer than 10 minutes to complete and our NPQ advisors are on-hand via our website's livechat to answer your questions and support your application.

We look forward to working with you 😊

What's next?

Participants that achieve the NPQLBC may choose to continue their professional development through the completion of a master's degree using the 30 master's credits earned through completion of the qualification.

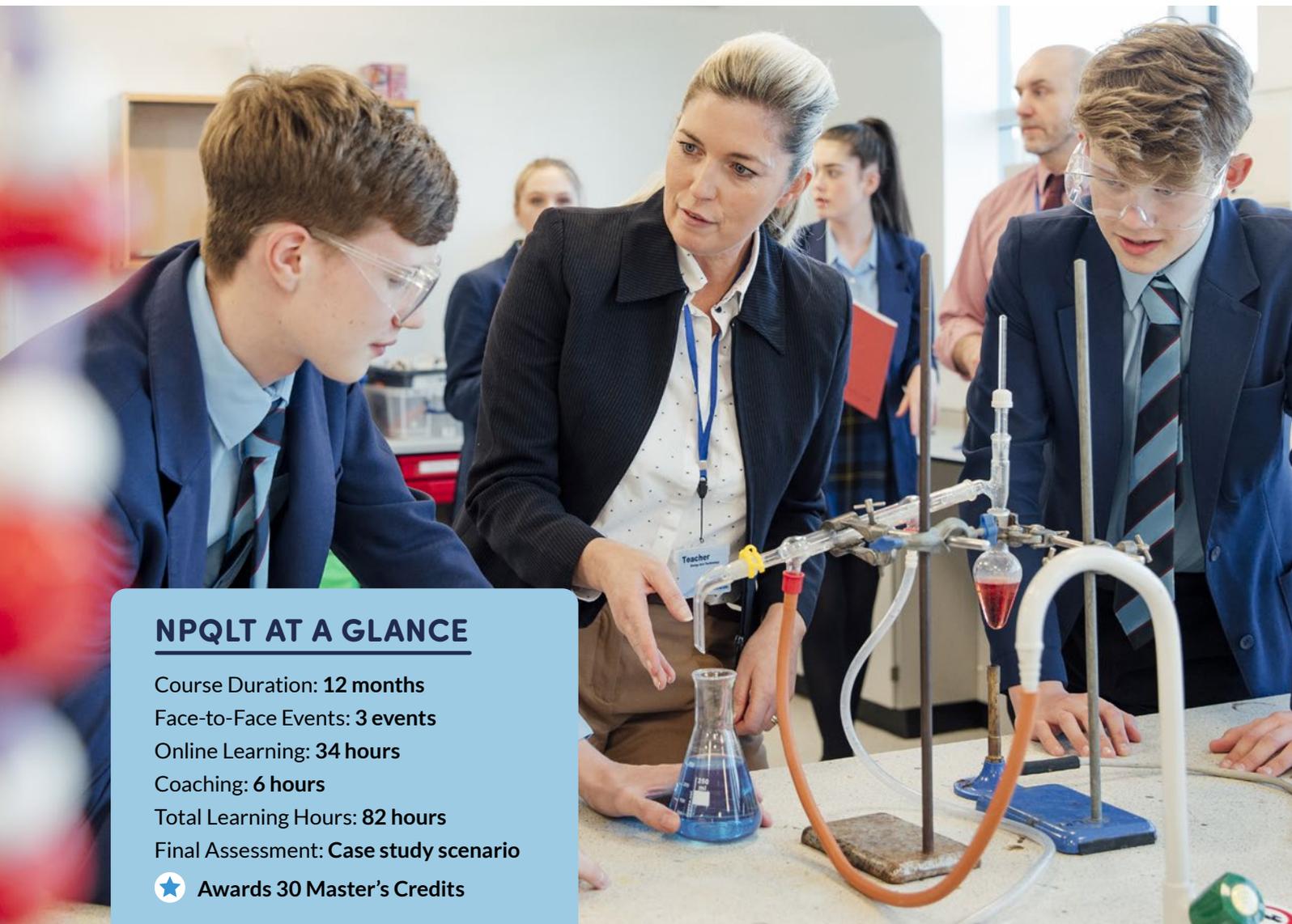
Professionally, those who have completed the NPQLBC go on to lead in the creation of a school culture in which staff and pupils are able to thrive, all while maintaining the highest professional conduct as set out in the Teachers' Standards.

Accredited NPQ provider



National Professional Qualification in Leading Teaching (NPQLT)

Qualification Specification



NPQLT AT A GLANCE

Course Duration: **12 months**

Face-to-Face Events: **3 events**

Online Learning: **34 hours**

Coaching: **6 hours**

Total Learning Hours: **82 hours**

Final Assessment: **Case study scenario**

★ Awards **30 Master's Credits**

About NPQLT

The DfE-accredited NPQLT is for teachers who have, or are aspiring to have, responsibilities for leading teaching in a subject, year group, key stage or phase. This flexible part-time training fits around a teacher's timetable and is delivered through a combination of face-to-face events, online study and coaching. Completing NPQLT is hugely beneficial for participants as well as their school and pupils.

Benefits for participants

- ✔ Become adept at supporting effective teaching across school
- ✔ Develop expertise across a number of specialist areas related to your role (e.g., curriculum and assessment)
- ✔ Content contextualised for your locality and updated to reflect national developments and legislation

Benefits for schools

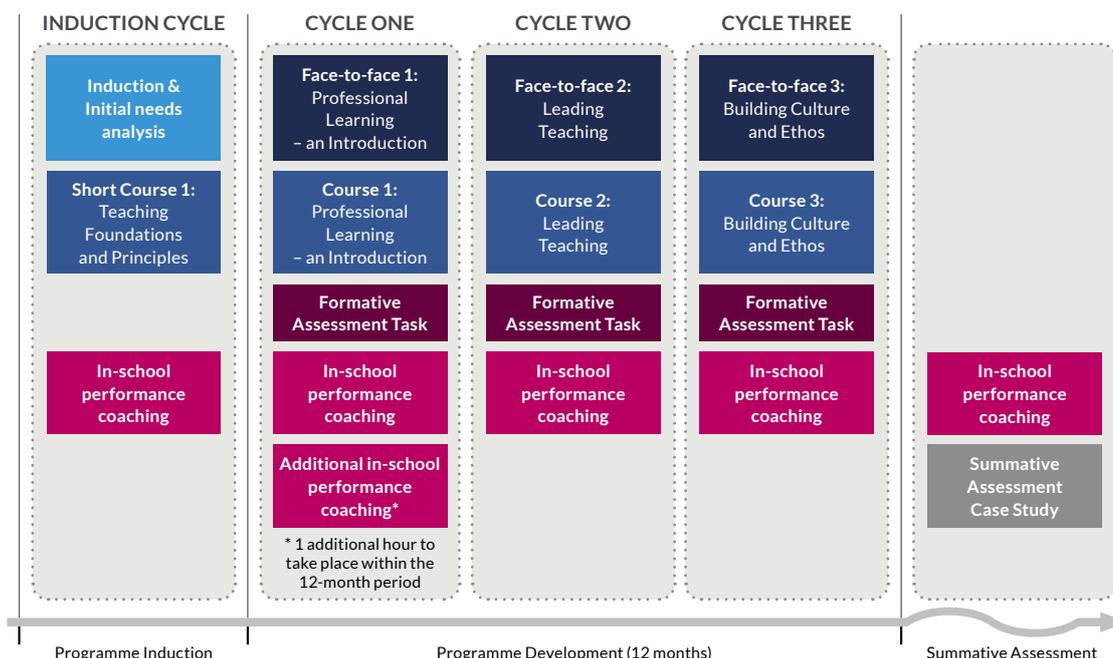
- ✔ A professionally aware and informed leader who can make evidence-based decisions and approach the leading of teaching in an effective and efficient manner
- ✔ Regular progress updates for mentors and headteachers
- ✔ Support succession of school leaders and build a cohesive, impact-focused school leadership team

Qualification elements

INDUCTION STAGE	Induction (incl. Initial needs analysis: 1 hour)	6 hours	Total Guided Learning Hours: 82
DEVELOPMENT STAGE	Face-to-face events	18 hours	
	Online course study	34 hours	
	Formative assessment tasks	18 hours	
	In-school performance coaching	6 hours	
SUMMATIVE ASSESSMENT STAGE	Case study scenario	Max. 1500 words	

Qualification programme structure

The NPQLT content is delivered across three development stage cycles that include face-to-face events, online study, a formative assessment task and in-school performance coaching. The context focus for each cycle aligns to each of the content areas identified by the DfE, and their sequencing across the delivery cycle has been carefully crafted to ensure depth of study and time for most effective reflection and review by each participant.



Induction

The induction cycle includes insight into and preparation for qualification engagement and the *Teaching foundations and principles* short course. Participants will complete their initial needs analysis as part of this stage.

Induction and Initial needs analysis

Self assessment of skills, knowledge and understanding of 'learn that' and 'learn how to' statements derived from the DfE qualification framework and leadership behaviours. The outcomes of the analysis inform ongoing discussion and feedback throughout the programme.

Face-to-face content outline

The NPQLT programme includes three face-to-face events spread across the 12-month duration of the qualification.

Each event precedes online course study and will introduce the climate and context for online study. The three event days consist of tailored practice tasks, group networking and self-managed learning interaction supporting powerful dialogue and leadership development.

Face-to-face events

- **Day 1:** Professional Learning – an Introduction
- **Day 2:** Leading Teaching
- **Day 3:** Building Culture and Ethos

Online course content outline

NPQLT participants will undertake one short course and three full courses.

As part of online course engagement compliance, participants will be required to select and complete three practice activities and undertake one formative assessment task per cycle.

Each full course includes a series of study modules that are to be completed within a recommended time frame of 10 hours. The short course comprises 4 hours of study.

Short course

1. **Teaching Foundations and Principles**

Full courses

1. **Professional Learning – an Introduction**
 - Module 1: Implementation
 - Module 2: How pupils learn
 - Module 3: Subject and curriculum
2. **Leading Teaching**
 - Module 1: Classroom practice
 - Module 2: Adaptive teaching
 - Module 3: Assessment
3. **Building Culture and Ethos**
 - Module 1: Professional development
 - Module 2: School culture

Formative assessment tasks

The formative assessment tasks are in-school practice-led activities that participants choose to complete following each online course. There are three formative assessment tasks for NPQLT.

In-school performance coaching

NPQLT participants will engage with six hours of in-school performance coaching. One of these will be during the induction cycle, and the final one (the Impact Review) will take place prior to the summative assessment stage.

Assessment and compliance

Qualification elements that count towards final assessment

To pass an NPQ, the following criteria need to be met:

- Participants must engage in 90% of the course elements.
- Participants must submit and pass one summative assessment that takes the form of a case study. Participants have an eight-day window to provide a written response of a maximum 1500 words and submit this by midnight on the designated eighth day.

What are the course elements I must engage with?

1. Leadership Development Record (LDR) review
2. Face-to-face events
3. Online practice activities
4. Formative assessment tasks
5. In-school performance coaching

Course intakes

There are two intakes per year, one beginning in autumn and one in spring. Please see our website for application deadlines and delivery schedules.

Delivery locations

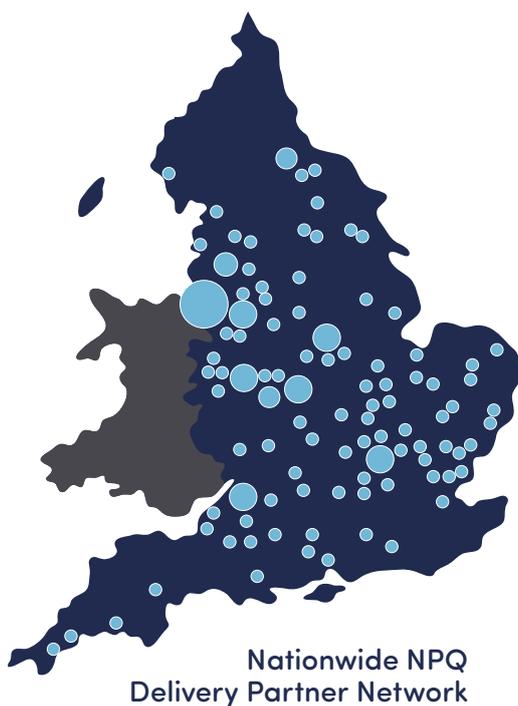
Delivery venues are largely provided through our national network of teaching school and multi-academy trust partners. Participants applying from one of our partner groups will be allocated to that group for the face-to-face events*.

In addition to partner groups we also have a number of groups located according to the geography of the participants that register, helping minimise travel time for the majority of participants.

Participants not registering through a school partner will be allocated to their most geographically convenient group for the three training events.

Our face-to-face groups take place across the country and we strive to ensure all participants have access to local delivery.

* Subject to group viability



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Entry requirements

Applicants must have completed 2 full years of teaching and have either QTS, QTLS, a Level 5 (or higher) qualification (any subject) or an international equivalent.

An in-school performance coach will need to be identified.

How to apply

Completing an NPQ is a huge achievement that requires a significant investment in time and effort. As such we advise all participants to follow these steps when applying:

- Discuss the NPQ with your headteacher or CPD lead. What are your goals? How will the NPQ benefit your school and pupils?
- Contact us with any questions about the qualification or the availability of funding.
- Start your application as early as possible to avoid the last minute NPQ rush!

The new and simplified NPQ application form can be found at outstandingleaders.org/npqlt

It should take no longer than 10 minutes to complete and our NPQ advisors are on-hand via our website's livechat to answer your questions and support your application.

We look forward to working with you 😊

What's next?

Participants that achieve the NPQLT may choose to continue their professional development through the completion of a master's degree using the 30 master's credits earned through completion of the qualification.

Professionally, those who have successfully completed the NPQLT go on to lead teaching in a subject, year group, key stage or phase.

Accredited NPQ provider



National Professional Qualification in Leading Teacher Development (NPQLTD)

Qualification Specification



NPQLTD AT A GLANCE

Course Duration: **12 months**

Face-to-Face Events: **3 events**

Online Learning: **34 hours**

Coaching: **6 hours**

Total Learning Hours: **82 hours**

Final Assessment: **Case study scenario**

★ Awards **30 Master's Credits**

About NPQLTD

The DfE-accredited NPQLTD is for teachers who have, or are aspiring to have, responsibilities for leading the development of other teachers in their school. This flexible part-time training fits around a teacher's timetable and is delivered through a combination of face-to-face events, online study and coaching. Completing NPQLTD is hugely beneficial for participants as well as their school and pupils.

Benefits for participants

- ✔ Become adept in supporting initial teacher training, early career teachers as well as the wider development of all colleagues across the school
- ✔ Develop expertise across a number of specialist areas related to their role (e.g., designing professional development)
- ✔ Content contextualised for your locality and updated to reflect national developments and legislation

Benefits for schools

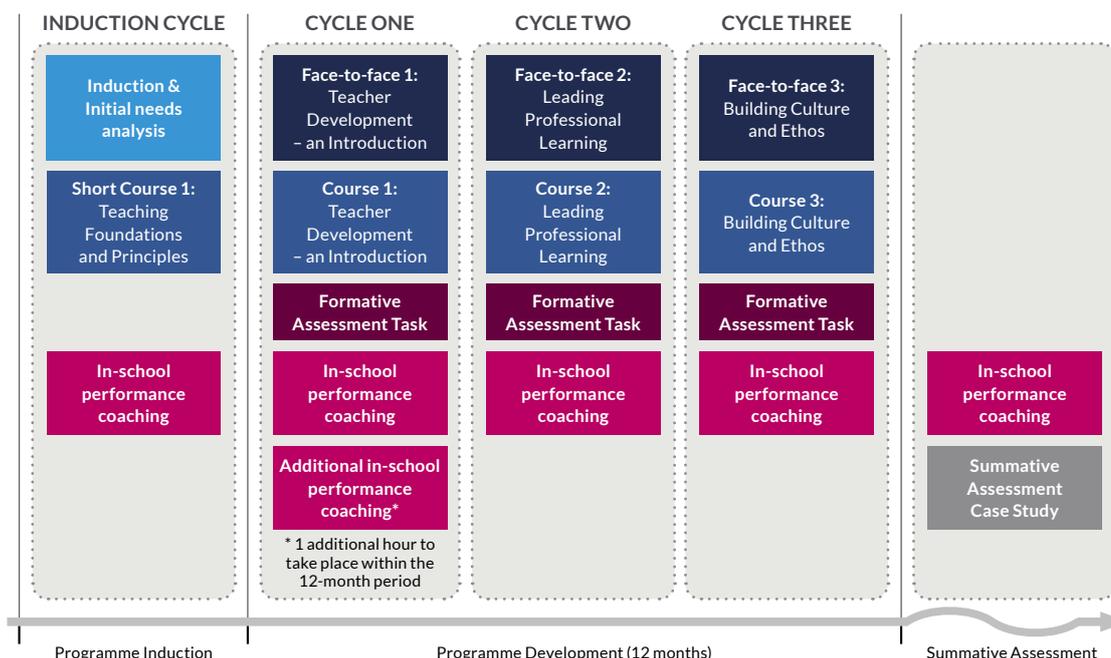
- ✔ Support succession of school leaders and build a cohesive, impact-focused school leadership team
- ✔ Regular progress updates for mentors and headteachers
- ✔ A professionally aware and informed leader who can make evidence-based decisions and approach leading teacher development in an effective and efficient manner

Qualification elements

INDUCTION STAGE	Induction (incl. Initial needs analysis: 1 hour)	6 hours	Total Guided Learning Hours: 82
DEVELOPMENT STAGE	Face-to-face events	18 hours	
	Online course study	34 hours	
	Formative assessment tasks	18 hours	
	In-school performance coaching	6 hours	
SUMMATIVE ASSESSMENT STAGE	Case study scenario	Max. 1500 words	

Qualification programme structure

The NPQLTD content is delivered across three development stage cycles that include face-to-face events, online study, a formative assessment task and in-school performance coaching. The context focus for each cycle aligns to each of the content areas identified by the DfE and their sequencing across the delivery cycle has been carefully crafted to ensure depth of study and time for most effective reflection and review by each participant.



Induction

The induction cycle includes insight into and preparation for qualification engagement and the *Teaching foundations and principles* short course. Participants will complete their initial needs analysis as part of this stage.

Induction and Initial needs analysis

Self assessment of skills, knowledge and understanding of 'learn that' and 'learn how to' statements derived from the DfE qualification framework and leadership behaviours. The outcomes of the analysis inform ongoing discussion and feedback throughout the programme.

Face-to-face content outline

The NPQLTD programme includes three face-to-face events spread across the 12-month duration of the qualification.

Each event precedes online course study and will introduce the climate and context for online study. The three event days consist of tailored practice tasks, group networking and self-managed learning interaction supporting powerful dialogue and leadership development.

Face-to-face events

- **Day 1:** Teacher Development – an Introduction
- **Day 2:** Leading Professional Learning
- **Day 3:** Building Culture and Ethos

Online course content outline

NPQLTD participants will undertake one short course and three full courses.

As part of online course engagement compliance, participants will be required to select and complete three practice activities and undertake one formative assessment task per cycle.

Each full course includes a series of study modules that are to be completed within a recommended time frame of 10 hours. The short course comprises 4 hours of study.

Short course

1. **Teaching Foundations and Principles**

Full courses

1. **Teacher Development – an Introduction**
 - Module 1: Implementation
 - Module 2: What does research tell us about effective teacher development?
 - Module 3: Identifying school teacher development needs
2. **Leading Professional Learning**
 - Module 1: Designing effective professional development
3. **Building Culture and Ethos**
 - Module 1: Delivering effective professional development

Formative assessment tasks

The formative assessment tasks are in-school practice-led activities that participants choose to complete following each online course. There are three formative assessment tasks for NPQLTD.

In-school performance coaching

NPQLTD participants will engage with six hours of in-school performance coaching. One of these will be during the induction cycle, and the final one (the Impact Review) will take place prior to the summative assessment stage.

Assessment and compliance

Qualification elements that count towards final assessment

To pass an NPQ, the following criteria need to be met:

- Participants must engage in 90% of the course elements.
- Participants must submit and pass one summative assessment that takes the form of a case study. Participants have an eight-day window to provide a written response of a maximum 1500 words and submit this by midnight on the designated eighth day.

What are the course elements I must engage with?

1. Leadership Development Record (LDR) review
2. Face-to-face events
3. Online practice activities
4. Formative assessment tasks
5. In-school performance coaching

Course intakes

There are two intakes per year, one beginning in autumn and one in spring. Please see our website for application deadlines and delivery schedules.

Delivery locations

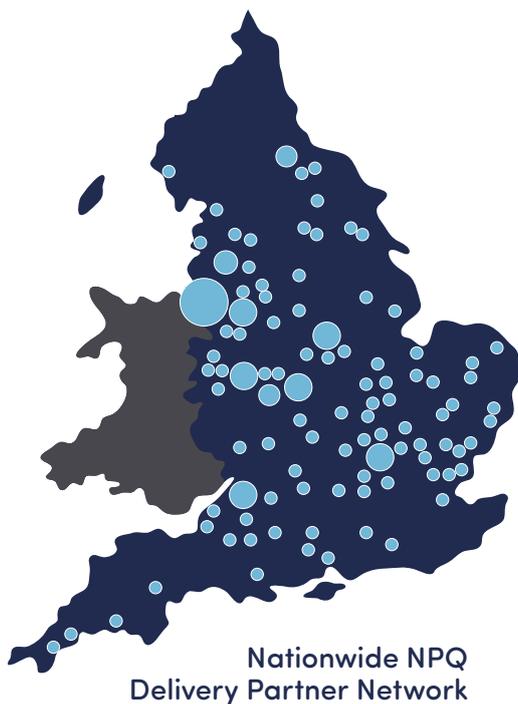
Delivery venues are largely provided through our national network of teaching school and multi-academy trust partners. Participants applying from one of our partner groups will be allocated to that group for the face-to-face events*.

In addition to partner groups we also have a number of groups located according to the geography of the participants that register, helping minimise travel time for the majority of participants.

Participants not registering through a school partner will be allocated to their most geographically convenient group for the three training events.

Our face-to-face groups take place across the country and we strive to ensure all participants have access to local delivery.

* Subject to group viability



Contact us

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Entry requirements

Applicants must have completed 2 full years of teaching and have either QTS, QTLS, a Level 5 (or higher) qualification (any subject) or an international equivalent.

An in-school performance coach will need to be identified.

How to apply

Completing an NPQ is a huge achievement that requires a significant investment in time and effort. As such we advise all participants to follow these steps when applying:

- Discuss the NPQ with your headteacher or CPD lead. What are your goals? How will the NPQ benefit your school and pupils?
- Contact us with any questions about the qualification or the availability of funding.
- Start your application as early as possible to avoid the last minute NPQ rush!

The new and simplified NPQ application form can be found at outstandingleaders.org/npqltd

It should take no longer than 10 minutes to complete and our NPQ advisors are on-hand via our website's livechat to answer your questions and support your application.

We look forward to working with you 😊

What's next?

Participants that achieve the NPQLTD may choose to continue their professional development through the completion of a master's degree using the 30 master's credits earned through completion of the qualification.

Professionally, those who have completed the NPQLTD go on to lead the professional development of teachers in their school through designing and/or delivering effective CPD.

Accredited NPQ provider



National Professional Qualification in Senior Leadership (NPQSL)

Qualification Specification



NPQSL AT A GLANCE

Course Duration: **18 months**

Face-to-Face Events: **4 events**

Online Learning: **38 hours**

Coaching: **10 hours**

Total Learning Hours: **98 hours**

Final Assessment: **Case study scenario**

★ Awards 30 Master's Credits

About NPQSL

The DfE-accredited NPQSL delivers evidence-based senior leadership training to those who are, or aspire to be, senior leaders. This flexible part-time training fits around a teacher's timetable and is delivered through a combination of face-to-face events, online study, webinars and coaching. Completing NPQSL is hugely beneficial for participants as well as their school and pupils.

Benefits for participants

- ✔ Improved outcomes for pupils across the school
- ✔ Increased awareness and understanding of self and of the behaviours needed to lead across a school
- ✔ Time to reflect on leadership practice and ability to check learning and development needs
- ✔ Increased capability and capacity to take on leadership across a school – having the skills, knowledge and understanding to do the job more effectively

Benefits for schools

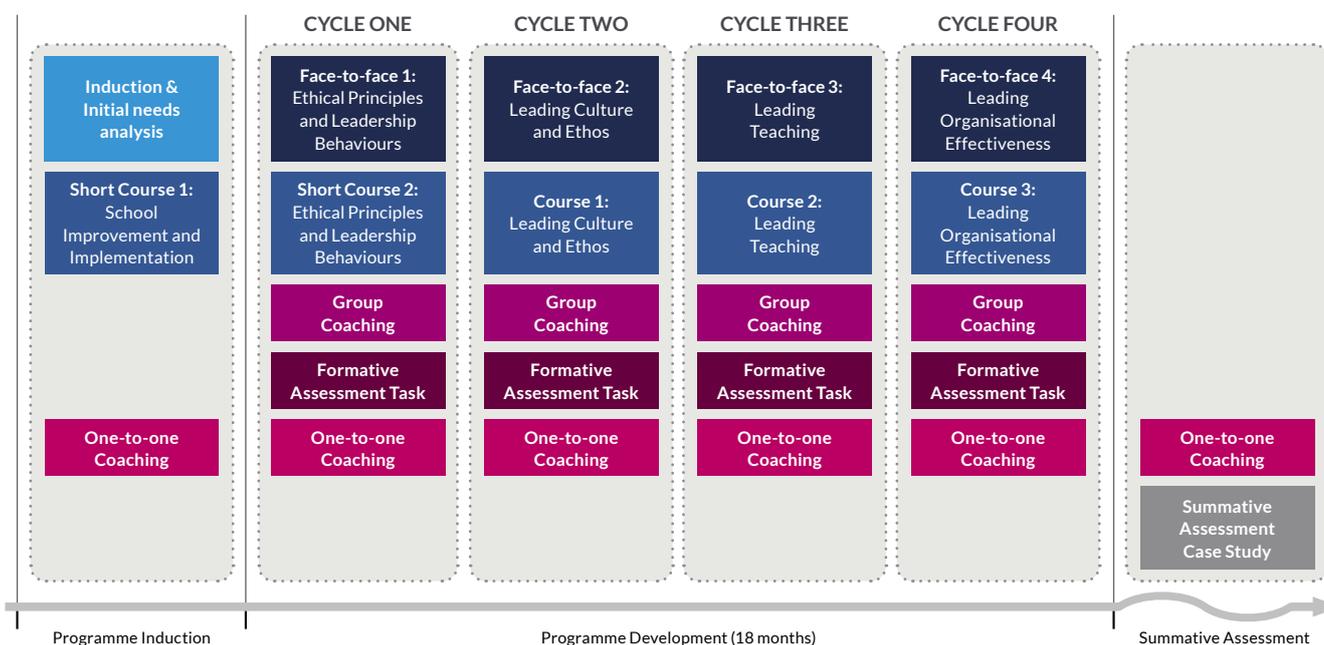
- ✔ Support succession of school leaders and build a cohesive, impact-focused school leadership team
- ✔ Evidence-based sustainable school improvement undertaken to reduce variation in pupil progress and attainment and to improve teaching
- ✔ A professionally aware and informed leader who can make evidence-based decisions and approach new challenges in an effective and efficient manner
- ✔ The ability to review and evaluate practice in order to bring about change and get the best for young people and staff within the organisation

Qualification elements

INDUCTION STAGE	Induction (incl. Initial needs analysis: 1 hour)	6 hours	Total Guided Learning Hours: 98
DEVELOPMENT STAGE	Face-to-face events	24 hours	
	Online course study	38 hours	
	Formative assessment tasks	20 hours	
	Leadership performance coaching	10 hours	
SUMMATIVE ASSESSMENT STAGE	Case study scenario	Max. 1500 words	

Qualification programme structure

The NPQSL content is delivered across four development stage cycles that include face-to-face events, online study, a formative assessment task and leadership performance coaching. The context focus for each cycle aligns to each of the content areas identified by the DfE, and their sequencing across the delivery cycle has been carefully crafted to ensure depth of study and time for most effective reflection and review by each participant.



Induction

The induction stage includes insight into and preparation for qualification engagement and the *School improvement and implementation* short course. Participants will complete their initial needs analysis as part of this stage.

Induction and Initial needs analysis

Self assessment of skills, knowledge and understanding of 'learn that' and 'learn how to' statements derived from the DfE qualification frameworks and leadership behaviours. The outcomes of the analysis inform ongoing discussion and feedback throughout the programme.

Face-to-face content outline

The NPQSL programme includes four face-to-face events spread across the 18-month duration of the qualification.

Each event precedes online course study and will introduce the climate and context for online study. The four event days consist of tailored practice tasks, group networking and self-managed learning interaction supporting powerful dialogue and leadership development.

Face-to-face events

- **Day 1:** Ethical Principles and Leadership Behaviours
- **Day 2:** Leading Culture and Ethos
- **Day 3:** Leading Teaching
- **Day 4:** Leading Organisational Effectiveness

Online course content outline

NPQSL participants will undertake two short courses and three full courses.

As part of online course engagement compliance, participants will be required to select and complete three practice activities and undertake one formative assessment task.

Each full course includes three study modules that are to be completed within a recommended time frame of 10 hours. Each short course is composed of 4 hours of study.

Short courses

1. **School Improvement and Implementation**
2. **Ethical Principles and Leadership Behaviours**

Full courses

1. **Leading Culture and Ethos**
 - Module 1: School culture
 - Module 2: Behaviour
 - Module 3: Professional development
2. **Leading Teaching**
 - Module 1: Teaching
 - Module 2: Curriculum and assessment
 - Module 3: Additional and SEN/disabilities
3. **Leading Organisational Effectiveness**
 - Module 1: Organisational management
 - Module 2: Working in partnership
 - Module 3: Governance and accountability

Formative assessment tasks

The formative assessment tasks are in-school practice-led activities that participants choose to complete following an online course. There are four formative assessment tasks for NPQSL.

Leadership performance coaching

NPQSL participants will engage with ten hours of coaching.

Group coaching

- Four hours (one hour following each online course)

One-to-one coaching

- Six hours (one hour during the induction stage and then one hour following the completion of each formative assessment task, plus an impact review prior to the summative assessment stage)

Assessment

Qualification elements that count towards final assessment

To pass an NPQ, the following criteria need to be met:

- Participants must engage in 90% of the course elements determined by the provider.
- Participants must submit and pass one summative assessment that takes the form of a case study. Participants have an eight-day window to provide a written response of a maximum 1500 words and submit this by midnight on the designated eighth day.

What are the course elements I must engage with?

1. Leadership Development Record (LDR) review
2. Face-to-face events
3. Online practice activities
4. Formative assessment tasks
5. Coaching

Course intakes

There are two intakes per year, one beginning in autumn and one in spring. Please see our website for application deadlines and delivery schedules.

Delivery locations

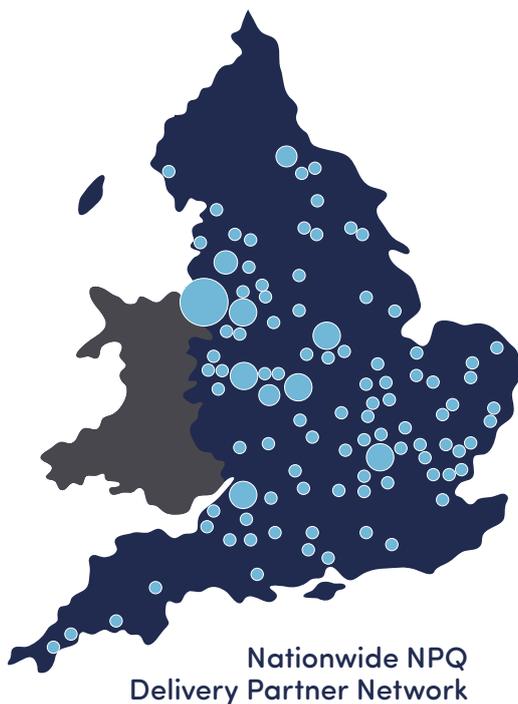
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Our face-to-face groups take place across the country and we strive to ensure all participants have access to local delivery.

* Subject to group viability



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Entry requirements

NPQSL is for those who are, or are aspiring to become, a senior leader with cross-school responsibilities such as an experienced middle leader, a SEN coordinator, an assistant headteacher or other senior staff.

In order to be accepted onto the qualification, participants must have their application endorsed by their headteacher via a signed headteacher declaration that is uploaded as part of the participant's application.

How to apply

Completing an NPQ is a huge achievement that requires a significant investment in time and effort. As such we advise all participants to follow these steps when applying:

- Discuss the NPQ with your headteacher or CPD lead. What are your goals? How will the NPQ benefit your school and pupils?
- Contact us with any questions about the qualification or the availability of funding.
- Start your application as early as possible to avoid the last minute NPQ rush!

The new and simplified NPQ application form can be found at outstandingleaders.org/npqsl

It should take no longer than 10 minutes to complete and our NPQ advisors are on-hand via our website's livechat to answer your questions and support your application.

We look forward to working with you 😊

What's next?

Participants who successfully complete NPQSL may choose to continue their professional development through the completion of a master's degree in educational leadership using the 30 master's credits earned through completion of the qualification.

Alternatively, if they deem themselves to be within three years of applying for headship roles, participants might go on to complete the National Professional Qualification in Headship (NPQH).

Professionally, NPQSL graduates may choose to apply for senior leadership or system leadership roles such as deputy head, specialist leader of education (SLE) or teaching school director.

Accredited NPQ provider

