

# National Professional Qualification for Executive Leadership (NPQEL)

## Qualification Specification



### NPQEL AT A GLANCE

Course Duration: **18 months**

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

Online Learning: **38 hours**

Coaching: **6 hours**

Total Learning Hours: **116 hours**

Final Assessment: **Case study scenario**

★ Awards **100 Master's Credits**

# About the 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

## Benefits for schools

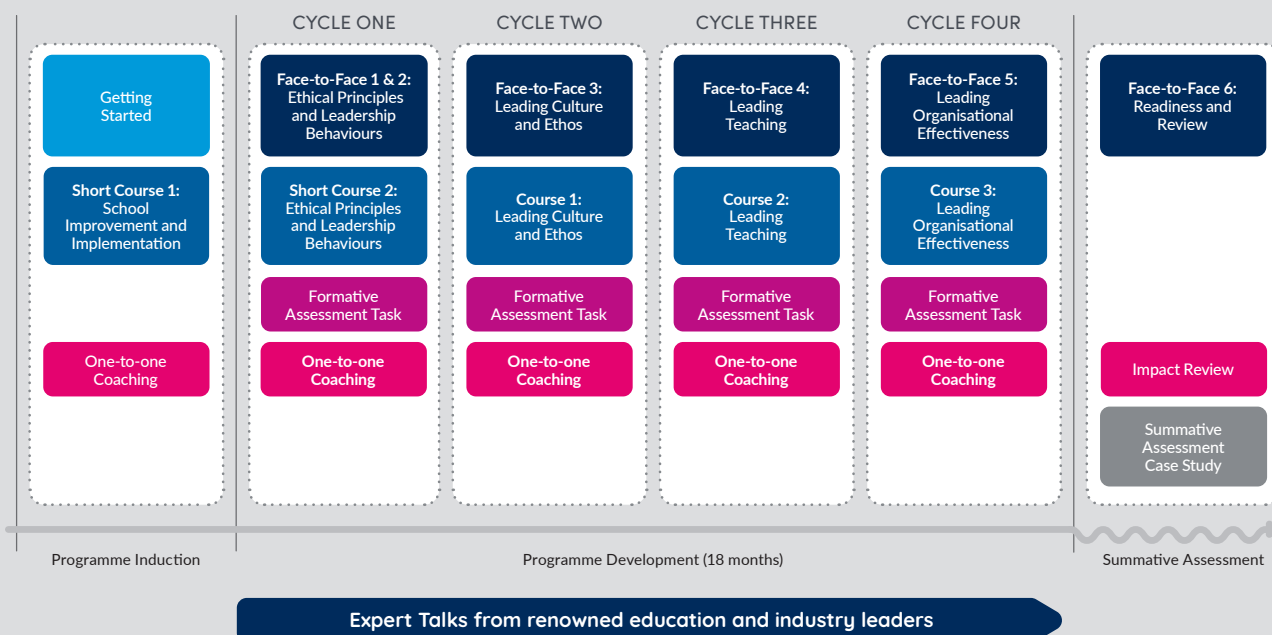
- ✔ A professionally aware and informed leader who can make evidence-based strategic decisions and approach new challenges in an effective and efficient manner
- ✔ The ability to review and evaluate practice in order to bring about change and get the best for young people and staff within the organisation
- ✔ The ability to delegate responsibility effectively, empowering staff to lead on whole-trust improvement

## Qualification elements

<b>INDUCTION STAGE</b>	<b>Induction (incl. Initial needs analysis: 1 hour)</b>	<b>2 hours</b>	Total Guided Learning Hours: <b>116</b>
<b>DEVELOPMENT STAGE</b>	<b>Face-to-Face events</b>	<b>36 hours</b>	
	<b>Online course study</b>	<b>38 hours</b>	
	<b>Formative assessment tasks</b>	<b>34 hours</b>	
	<b>Leadership performance coaching</b>	<b>6 hours</b>	
<b>SUMMATIVE ASSESSMENT STAGE</b>	<b>Case study scenario</b>	<b>Max. 2500 words</b>	

## 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 content areas 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**
  - Content Area 1: School culture
  - Content Area 2: Behaviour
  - Content Area 3: Professional development
2. **Leading Teaching**
  - Content Area 1: Teaching
  - Content Area 2: Curriculum and assessment
  - Content Area 3: Additional and SEN/disabilities
3. **Leading Organisational Effectiveness**
  - Content Area 1: Organisational management
  - Content Area 2: Working in partnership
  - Content Area 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 six hours of coaching.

### 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 1500-2500 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

Intakes usually take place in Spring and Autumn each year. Please see our website to find out the next intake and application deadlines.

## Delivery locations

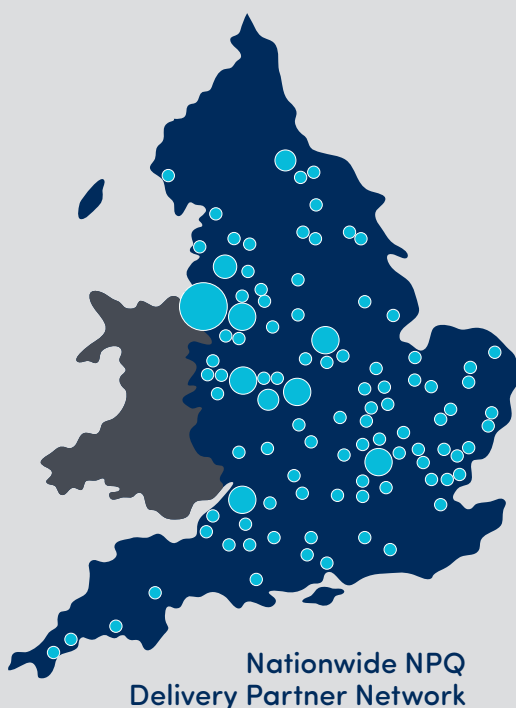
Delivery venues are largely provided through our national network of teaching school and multi-academy trust partners. Participants applying from one of our partner groups will be allocated to that group for the Face-to-Face events\*.

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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[bestpracticenet.co.uk/npqel](https://bestpracticenet.co.uk/npqel)



## Cost and funding

The National Professional Qualification for Executive Leadership (NPQEL) costs £4,095 plus VAT if applicable.

Limited DfE funding will be available for the Autumn Cohort. The funding will target those teachers and leaders who work in the most challenging schools or educational settings, serving more disadvantaged communities. The limited scholarships will cover the full NPQ course cost and will be available to teachers and leaders from:

- The 50% of schools with the highest proportion of students who attract pupil premium funding
- 16 to 19 educational settings identified as having a high disadvantage

All scholarships are subject to availability - apply as soon as possible for the best chance of receiving one.

To find out if you're eligible for a scholarship, visit our website and enter your school's URN in our scholarship checker.

## 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 [bestpracticenet.co.uk/npqel](https://bestpracticenet.co.uk/npqel)

## What's next?

NPQEL graduates may choose to continue their professional development through the completion of a master's degree in business administration (MBA) using the 100 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



Department  
for Education