

National Professional Qualification for Middle Leadership (NPQML)

What is the NPQML programme?

The qualification is part of the National College's leadership curriculum, which offers flexible development opportunities to support leaders at every stage of their career. The curriculum has five levels, with each level offering a choice of modules that can be combined to pursue a nationally recognised qualification or studied alone. Levels one to three are currently available.

NPQML sits at level one of the leadership curriculum. It's designed to support participants in becoming highly effective middle leaders with the skills, confidence and knowledge to drive successful team performance and improved classroom practice. To achieve the qualification, participants will need to complete two Essential modules ('Leading teaching' and 'Managing systems and processes') and one Elective module (chosen from a wide range of options).

Included in the cost of the programme will be:

- ◆ Online materials for the two Essential modules and one Elective module
- ◆ One face to face training day for each module
- ◆ Online discussions and support
- ◆ Peer group meetings or support sessions from your mentor
- ◆ A 360 degree diagnostic development tool
- ◆ Assessment

There is the opportunity to buy in additional coaching support if required.

Each module can be completed in approximately 40 hours although you can spend longer using the online materials for your own learning if you so wish.

What modules are available?

Modules deal explicitly with leadership and management of a team or department and are designed for those with a very clear remit at middle leader level.

All modules reflect the recent and significant changes in schools and national policy and provide access to a wider set of leadership resources to challenge and support participants.

The University of Herfordshire is a partner within Leadership East and negotiations are underway regarding the accreditation of these programmes at Masters level.

Leading a team within an organisation

The National Professional Qualification for Middle Leadership (NPQML) is a national qualification that provides recognition of your leadership development and professional achievement as a middle leader.

Who is NPQML for?

NPQML is aimed at individuals with responsibility for leading a team and is suitable for:

- ◆ Staff who have recently taken on a middle leadership role or a new responsibility
- ◆ Staff who are more established and experienced in their middle leadership role
- ◆ Subject/curriculum leaders
- ◆ Key stage leaders
- ◆ Heads of department
- ◆ Pastoral leaders, for example, Head of Year or Head of House
- ◆ Gifted and talented co-ordinators
- ◆ Advanced skills teachers
- ◆ Assessment co-ordinators
- ◆ Career co-ordinators

Essential Modules

Leading teaching

Managing systems and processes

Elective Modules

Effective leadership of SEN provision

Leading an effective team

Leading and developing staff

Succeeding in middle leadership

Leading change for improvement

Leading in a diverse system

How is the programme assessed?

Although individual modules are not assessed, there will be the requirement of one extended school improvement task that relates to your leadership role and to your school's improvement priorities. This extended school improvement task will need to draw on learning from all the modules studied.

The work will be undertaken over at least two terms to enable you to show evidence of the impact of your leadership.

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How long does it take?

The qualification can take between 6 and 18 months to complete with each module requiring between 40 and 50 hours of learning. The majority of middle leaders are likely to spend 12 months completing the programme.

Where will the programme be held?

Currently we plan to deliver all the sessions at St Peter's, however in the future it might be possible to host some sessions in partner schools to better utilise the expertise within our networks. There is an induction session, a day for each module and an end of course event. On our current cohort these sessions have been streamlined into afternoons running from 12:30-17:30.

When will the programme be held?

The next NPQML cohort will start in the Autumn term.

Are places limited?

Each cohort needs between 10 and 18 candidates to be viable.

How much does NPQML cost?

The National College recommended price for NPQML is £1,050.

Is funding available?

To help with the costs of the programme, the National College is offering a range of scholarships. Scholarships for NPQML are awarded on a "first come first served basis" and participants will be able to indicate that they require a scholarship when they register for the programme. Leadership East is allocated a number of scholarships each year.

There are three types of scholarships available to participants from Maintained schools. (Maintained schools include community schools and colleges, foundation schools and colleges, voluntary-aided schools and colleges, voluntary-controlled schools and colleges and local authority nursery schools, non-maintained special schools, pupil referral units, secure units, academies, free schools and advisers/consultants employed by local authorities or diocesan authorities)

100% Scholarship

100% scholarship for schools with less than 100 pupils and secondary schools below 500 pupils - £1050

50% Scholarship

50% scholarship for schools with between 101 and 250 pupils - £473

Part Scholarship

Part Scholarship for schools over 250 pupils - £89

Strategic Partner Schools

Discovery TSA will cover up to 50% of the cost of all applicants from strategic partner schools following other costs after scholarship application. Other discretionary payments may be considered. It is expected that at the end of the course research work and professional development outcomes will be shared within the partnership.

Some participants applying to join the NPQML programme may have already completed the Leading from the Middle and the Middle Leader Development programme. If a participant has successfully completed Leading from the Middle he or she will be entitled to an exemption of one Elective module at Level 1. School leaders who have successfully completed a post-graduate certificate in further professional study (not PGCE), diploma or higher degree in educational leadership can request exemption from one elective module. In practice this will mean the participant will only need to complete the 2 Essential modules in order to move forward to assessment. However, since the participant will have access to the elective module, we regret there can be no reduction in cost if an exemption is claimed.

Applications

Please contact Mike Gregory if you are interested in joining the cluster for NPQML and we will work with you to ensure that the application process and the running of the course are designed to best suit each cohorts needs and ambitions.

<http://www.leadershipeast.org.uk/npqsl.html>

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