

Exploring the impact of an NPQ: **School Leader Lens**

WHY CHOOSE AN NPQ

The Teach First NPQ programmes through Saffron Teaching School Hub offered a really structured and consistent approach to teacher development.

Because of the consistent approach from all of the NPQs, it also supported the content and development of all in school CPD.

IMPACT

- Engagement with the NPQ programmes has re-focused school CPD back onto a research led approach to school development
- Change has become long term and impactful across the school
- Individuals who have completed NPQs have moved their subject/phase forward with an increased sense of confidence and fidelity.

BENEFITS

1. Research-led approach to development

Use of the EEF school improvement model has provided a clear structure for implementing sustainable change with clear systems for embedding and revising processes. In turn, change has become long term and impactful across the school.

2. Increased confidence & skill set

Individuals who have completed NPQs have increased in their confidence to move their subject/phase forward

3. Recruitment & Retainment

The clear structure of teacher development programmes has formed the basis of many in depth conversations around the appraisal process. Teachers feel there is a clear pathway of development, which makes them feel valued.



EMMA VINCENT

Executive Headteacher
R A Butler



AT A GLANCE

NPQ PROGRAMMES

- NPQ Leading Teaching
- NPQ Leading Behaviour & Culture
- NPQ Senior Leadership

NPQ FACILITATION

- NPQ Headship

TOP TIPS FOR LEADERS

- Prioritise seminars over staff meetings
- Allocate time for staff to complete their assessment

“Make the most of the opportunity for staff to engage with high quality CPD”