

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

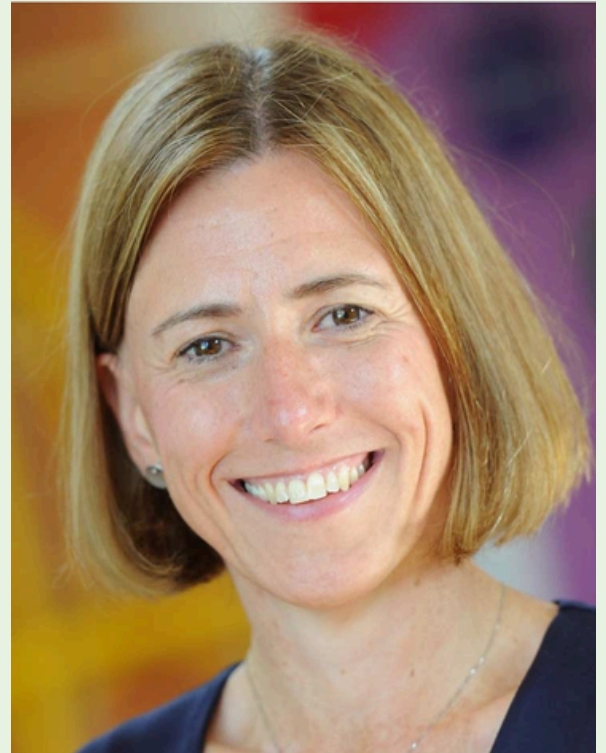
3. Recruitment & Retainment

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”

WHY CHOOSE AN NPQ?

I saw this NPQ Programme as an opportunity to learn more about how I can be part of structural change that supports well-being. I was also interested in meeting teachers and leaders from various settings to further understand how things are done elsewhere.

IMPACT

- I have learnt the research-led theory to support my personal beliefs, which gives me a strong basis for driving change.
- I have been able to meet and engage with other colleagues who feel strongly about the impact we can and must have to improve the lives of our students.

BENEFITS

1. Building a Professional Network

Undertaking an NPQ has been a great way to reach out of your role and setting and learn more from people local to you.

2. Driving change and improvement

Engaging in an NPQ broadens your understanding of what education looks like currently and the many ways in which we can positively impact this.

STACEY LAWRENCE

SENCo & Forest School Leader
Great Easton Primary



AT A GLANCE

NPQ PROGRAMME

- NPQ Leading Behaviour & Culture

TOP TIPS FOR PMS

- The in-person conferences are fantastic, and by getting to know your fellow programme members, you can have in-depth discussions.
- Set aside and ringfence time to complete the online-learning modules.

'Saffron TSH have brilliant facilitators and admin staff ensuring everything runs without any issues'

Exploring the impact of an NPQ: **Facilitator Lens**

WHY CHOOSE AN NPQ

I chose to facilitate the NPQH to support aspiring and existing school leaders with the step up to headship; providing them with the knowledge, guidance and, as a result, the confidence to become the next headteachers of the future.

IMPACT

- Facilitating this course has definitely helped me to keep abreast of the most recent and effective evidence-informed practice.
- It has also giving me the opportunity to work with colleagues across a wider set of contexts outside of my own school and Trust.

BENEFITS

1. Increased Cross Phase Expertise

Working with a co-facilitator who is an experienced primary headteacher, has helped me to widen my own knowledge of the differing and similar challenges that we face across the differing phases.

2. Developing Facilitation Skills

Facilitators have been offered support after sessions to help us get the most out of the conference and seminar platforms and expand our knowledge of ways that we can further engage delegates.



DUNCAN ROBERTS

PRINCIPAL,

JOYCE FRANKLAND ACADEMY



AT A GLANCE

NPQ FACILITATION

- NPQ Headship

TOP TIPS FOR FACILITATORS

- Earmark time to properly plan the seminar and get to grips with the relevant material
- Apply contextual knowledge to themes and research of each seminar to ensure that sessions are as focused and meaningful as possible

'Saffron Teaching School supported us to overcome any of the barriers we faced.'