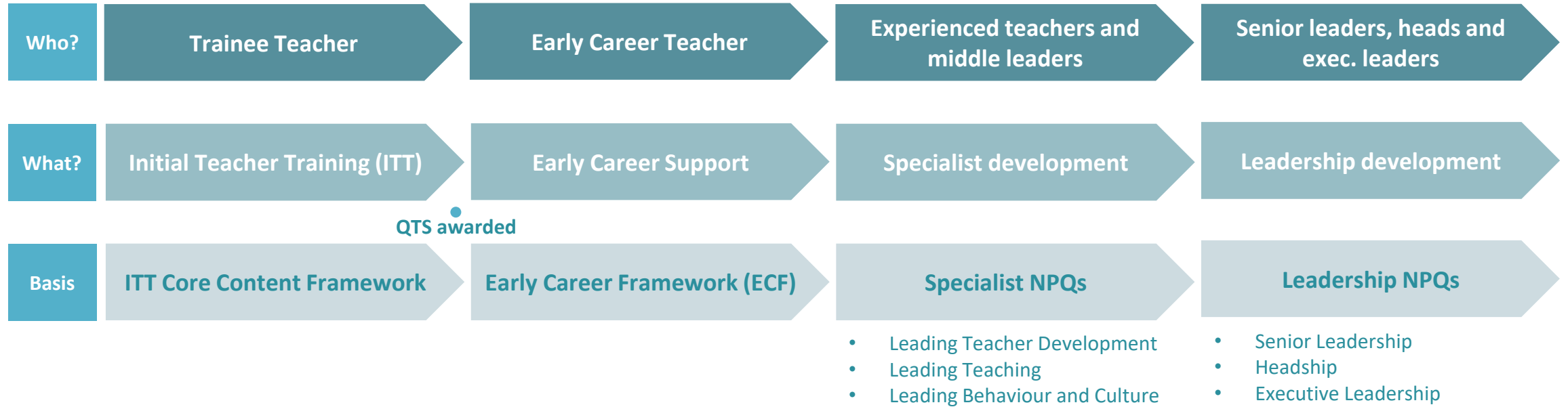


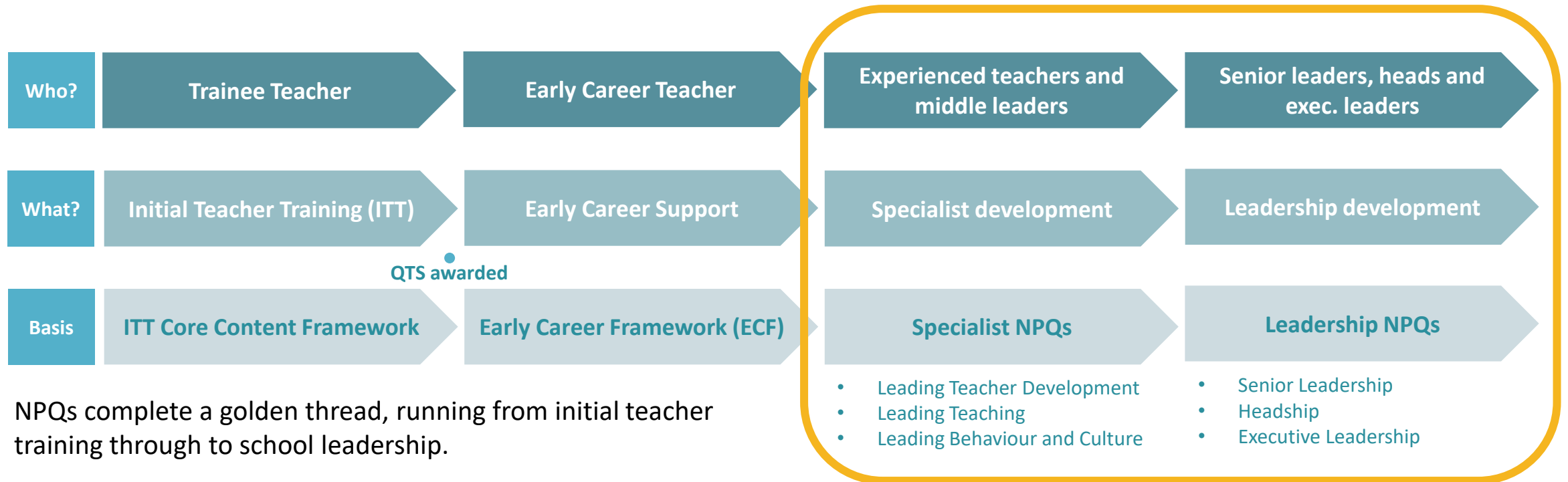
We are building a world class system of Teacher Development



- Teachers are the foundation of the education system – there are no great schools without great teachers. Delivering on the commitments set out in the Teacher Recruitment and Retention Strategy, the Department is creating a world-class teacher development system by transforming the training and support teachers and school leaders receive at every stage of their career.
- Each stage – initial teacher training, early career support, specialisation and leadership – is underpinned by frameworks that build on and complement one another. The frameworks have been independently reviewed by the Education Endowment Foundation to ensure they draw on the best available evidence.
- Together these reforms will help teachers and leaders in every phase, subject and context. They will establish strong professional development cultures in schools across the country, elevating the quality of teaching and ultimately improving pupil outcomes.

National Professional Qualifications reforms: Overview

- National Professional Qualifications (NPQs) are a national, voluntary suite of qualifications designed to support the professional development of teachers and leaders.
- We're committed to ensuring that NPQs continue to offer the best possible support to teachers and leaders wanting to expand their knowledge and skills. That's why we've introduced a reformed suite of National Professional Qualifications (NPQs) from September 2021.
- The frameworks continue the robust method of design and development, building on the evidence base and expert guidance already established in the ECF and the ITT Core Content Framework



- NPQs complete a golden thread, running from initial teacher training through to school leadership.

National Professional Qualifications reforms: Overview



National Professional Qualifications: What's Changing?

	Current Arrangement	From Autumn 2021
Qualification type	NPQ Middle Leadership, NPQ Senior Leadership, NPQ Headship, NPQ Executive Leadership	<p>NPQ Leading Teacher Development: supporting the training and development of others, including early career teachers;</p> <p>NPQ Leading Teaching: developing teachers who are subject leads or responsible for improving teaching practice in a subject or phase;</p> <p>NPQ Leading Behaviour and Culture developing teachers who have responsibilities for leading behaviour and culture.</p> <p>The three existing NPQs in Senior Leadership, Headship and Executive Leadership have been refreshed, ensuring that they are underpinned by the latest evidence of what works.</p>
Assessment	<p>For each NPQ, there are defined tasks setting out how a participant must be assessed.</p> <p>NPQs currently include a school improvement project lasting a minimum of two terms.</p> <p>Throughout the projects, participants will need to demonstrate their competence through an assessment linked to the knowledge and skills set out in the 6 content areas.</p>	<p>The assessment process has been refreshed to reduce the workload burden on teachers while still providing an opportunity for them to apply their knowledge.</p> <p>To pass an NPQ, teachers will need to engage with at least 90% of the course (exact requirements to be determined by the provider) and complete a final assessment.</p> <p>At the start of their training, providers must provide teachers with a complete list of course elements that will count towards participation metrics and set out how participation in those elements will be measured.</p> <p>The final assessment will take the form of a case study and represent a likely situation to be faced by a teacher at the relevant NPQ qualification level or role. It will test teachers on a variety of 'learn that' and 'learn how to' statements from within the relevant NPQ Content Framework. Teachers will be allowed an eight-day calendar window to provide a written response to the case study in an 'open book' setting.</p>

National Professional Qualifications: What's Changing?

As part of the government's long-term education recovery plan, £184 million of new funding for NPQs was announced on 2nd June 2021 to be spent over the course of this parliament.

The table below shows each NPQ and their associated criteria for full scholarship funding, with no cost to the participant.

	Funding Criteria
NPQ Leading Teacher Development	<ul style="list-style-type: none"> • Have, or are aspiring to have, responsibilities for leading the development of other teachers in their school. • Work in a state funded school in England.
NPQ in Leading Behaviour and Culture	<ul style="list-style-type: none"> • Have, or are aspiring to have, responsibilities for leading behaviour and/or supporting pupil wellbeing in their school. • Work in a state funded school in England that is within the top 30th percentile in relation to pupils on Pupil Premium as of the end of the previous academic year.
NPQ Leading Teaching	<ul style="list-style-type: none"> • Have, or are aspiring to have, responsibilities for leading teaching in a subject, year group, key stage, or phase. • Work in a state funded school in England that is within the top 30th percentile in relation to pupils on Pupil Premium as of the end of the previous academic year.
NPQ in Senior Leadership	<ul style="list-style-type: none"> • Are, or are aspiring to be, a senior leader with cross-school responsibilities. • Work in a state funded school in England that is within the top 30th percentile in relation to pupils on Pupil Premium as of the end of the previous academic year.
NPQ in Headship	<ul style="list-style-type: none"> • Are, or are aspiring to be, a headteacher or head of school with responsibility for leading a school. • Work in a state funded school in England that is within the top 30th percentile in relation to pupils on Pupil Premium as of the end of the previous academic year. <p>OR</p> <ul style="list-style-type: none"> • Are a headteacher or head of school with responsibility for leading a school; • Are in the first 2 academic years of headship. • Work in a state funded school in England.
NPQ in Executive Leadership	<ul style="list-style-type: none"> • Are, or are aspiring to be, an executive headteacher or have a school trust CEO role with responsibility for leading several schools. • Work in a state funded school in England that is within the top 30th percentile in relation to pupils on Pupil Premium as of the end of the previous academic year.

Additional support offer for the NPQ in Headship

In addition to the reformed suite of NPQs, the department is introducing an additional support offer for new headteachers from autumn 2021. This is a targeted support package for teachers new to the role of headship.

You are eligible for this targeted support package if you meet the following criteria:

Are in your first 24 months of headship

Work in a state funded school in England upon starting the training

Have either completed an NPQH before taking up your first headship post or are currently taking the NPQH

Have not withdrawn from the additional support programme previously

The offer provides structured, unassessed face-to-face support based on the best available evidence about what makes an effective headteacher. While the exact content of this support will depend on the provider chosen, activities could include a combination of group coaching, one-to-one support discussions and peer network support.