

National Professional Qualifications

Information for Potential Delivery
Partners – April 2021



THE CHURCH
OF ENGLAND
EDUCATION OFFICE

FOUNDATION FOR
EDUCATIONAL
LEADERSHIP



Accredited NPQ provider



Department
for Education



It's time to choose...

As a Teaching School Hub, MAT or high-performing school you are in the exciting position of deciding which NPQ Lead Provider is the partner of choice for you.

This document will provide you with the key information that you need to confidently make this decision.

Please read on to discover how your story meets ours...



Our Story



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Our NPQ Story

It started with a Vision...

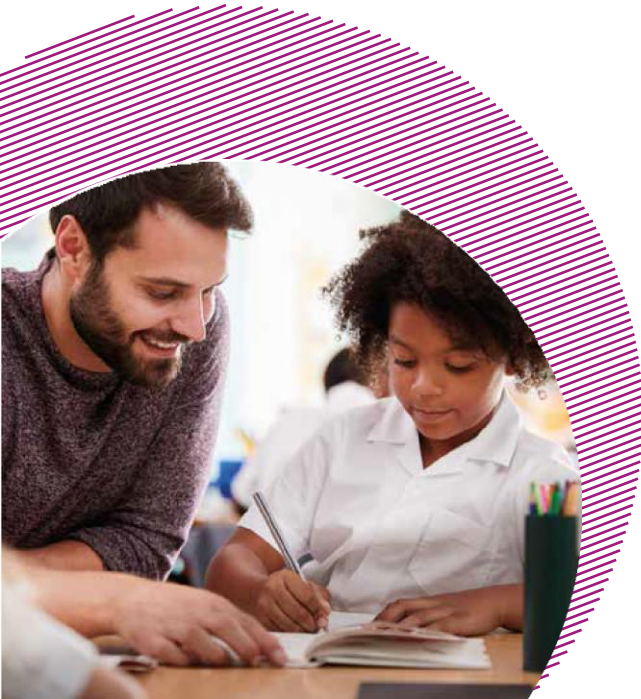
For the first time in a generation, the Church of England produced a Vision for Education in 2016. Commissioned by Justin Welby, Archbishop of Canterbury, to **be bold**, the Church of England Foundation for Educational Leadership was established to embed the Vision across the nation.

We have a proven track record...

In 2017, the Church of England began delivering the NPQH and have now developed over 500 headteachers, gaining a reputation for **inspirational facilitation**, the highest standard of **participant support**, and realising the benefits of **virtual delivery** for our large network of schools, across every part of the country

We have grown and so has our Vision...

We now partner with the Catholic Education Service for the first time in history to together bring you the **full suite of National Professional Qualifications**.



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Leading a Culture of Teacher Excellence

“Great school leadership and teaching are the key elements of our shared vision for the flourishing of all children and adults. The dynamic new NPQ frameworks are built from a **rich, evidence-informed understanding of what works in school leadership**, and they create a clear and exciting pathway for teachers’ progression throughout their whole careers.

This is a step-change in leadership thinking, which is **a calling back of educational leaders to our core purpose – leading a culture of teacher excellence.**

Whether we are teaching a mixed-age class in a small rural primary school, or are leading a large MAT across a region or nation, **our first call in educational leadership is to put teaching first.** Creating and sustaining such a culture means we can fully realise our vision for education for every child, particularly those from disadvantaged backgrounds. Indeed, **to pursue excellence in teaching is the most effective way to enact social justice** for any community.”

Revd Canon Nigel Genders, Chief Education Officer, Church of England

Paul Barber, Director, Catholic Education Service

www.cefel.org.uk





Why NPQs?

National Professional Qualifications (NPQs) are a nationally recognised suite of qualifications for teachers and school leaders at all levels- from those who want to develop expertise in high quality teaching practice to those leading multiple schools across a trust.



Gain a **nationally recognised** qualification



Learn from a **rich curriculum based on evidence-based practice**



Transfer your learning as and when you change schools



Complete your learning in a **flexible** way - both virtually and in regional face to face groups



www.cefel.org.uk

Why choose the Church of England?



Small group expert coaching for every leader on every programme, in partnership with Chartered College of Teaching and Leadership Matters



Learning alongside peers with **shared commitment to vision-driven education** (including focus on rural and small schools)



Expert facilitators from high-performing MATs/schools, Teaching School Hubs supported by **leading academics bringing the research base alive**



Support for your wellbeing and personal growth through our extensive Peer Support Networks, and Diocesan Education teams

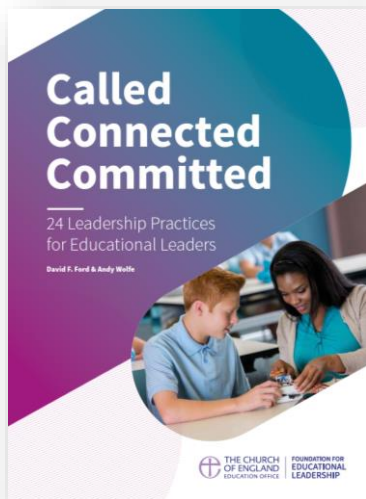


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Our Core Identity

Our mission is to develop school leaders to be **Called** to a lifegiving vocation, **Connected** to a thriving learning community, and **Committed** to evidence-informed excellence in education.



This mission is outlined in our core leadership document:

'Called, Connected, Committed – 24 leadership practices for educational leaders' (2020) available at www.cefel.org.uk/cc

Its aim is to equip, inspire and resource leaders to put the

Church of England Vision – Deeply Christian, Serving the Common Good (2016) into practice in their leadership



A unique opportunity for the sector

CofE and Catholic Education together make up **34%** of the Education Sector – totalling **6791** schools

Over **70%** of Rural Schools are CofE/Catholic

1200 schools are currently members of our Peer Support Networks

Of the top 100 schools for KS2 pupils meeting expected standards **54%** are CofE/Catholic schools;
we also operate **25%** of top 100 P8 secondary schools

91% of our schools are Good or better, with **20%** Outstanding

Our NPQ Approach



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Our Core Principles

Domain-
specific
Knowledge
Entitlement

Expert-Led
Coaching

Evidence
Based
Knowledge
Application

Culture of
Teaching
Excellence

Our Learning Approach

NPQ learning takes place within a series of teaching cycles, allowing participants to engage with world-class expertise and apply new knowledge and skills to make a difference to the teams and pupils they lead.



NPQ Programmes Delivery

Programme	Who is this programme for?	Total Course Duration	Self-Led Hours	Live Teaching Hours	Coaching Hours	Where will learning take place?	DFE Funded?
NPQ Leading Teaching	Subject/Curriculum/Key Stage leaders	15 months	20	28	8	Virtually/ F2F in 18 local areas (covering every part of the country)	Criteria-based funding
NPQ Leading Behaviour & Culture	Pastoral/Behaviour Leaders, SENDCOs, Heads of Year/House, Chaplains	15 months	20	28			Criteria-based funding
NPQ Leading Teacher Development	CPD Leads, ECF mentors,	15 months	20	28			✓
NPQ Senior Leadership	Aspiring/current Senior Leaders	21 months	20	44	12	Virtually/F2F both Nationally & Regionally	Criteria-based funding
NPQ Headship	Aspiring/new Headteachers/Principals	21 months	25	52			✓
NPQ Executive Leadership	Aspiring/current Executive Leaders, MAT CEOs, Trust Improvement Directors, Executive Heads, Federation Leads	21 months	35	62	20	Virtually/National Residentials	Criteria-based funding

Our Participant Commitments

Our mission is to develop **Called, Connected, and Committed** school leaders through our Participant Commitments:

Every participant will receive:



Called

- **DIVERSE** and inspirational coaches and facilitators from highest performing schools
- Expert research and resources to develop your personal **VISION**
- Personal support for your **WELLBEING** and resilience as a leader



Connected

- Small group **EXPERT-LED COACHING** for every leader
- Feel part of something bigger through our **EXTENSIVE REGIONAL AND NATIONAL NETWORKS**
- A well-organised **REGIONAL HOST** to support you



Committed

- A **CREDIBLE, TRANSFERRABLE** NPQ Qualification
- **APPLICATION OF KNOWLEDGE** into current and new contexts
- Access to expansive **ALUMNI** networks

An expert coach for every leader

Every leader on every course will be supported by our team of 150 accredited **EXPERT COACHES**.

These coaches are trained in partnership with both **Leadership Matters** (including instructional coaching development, and the BASIC coaching model) and the **Chartered College of Teaching** (including research-informed practice)

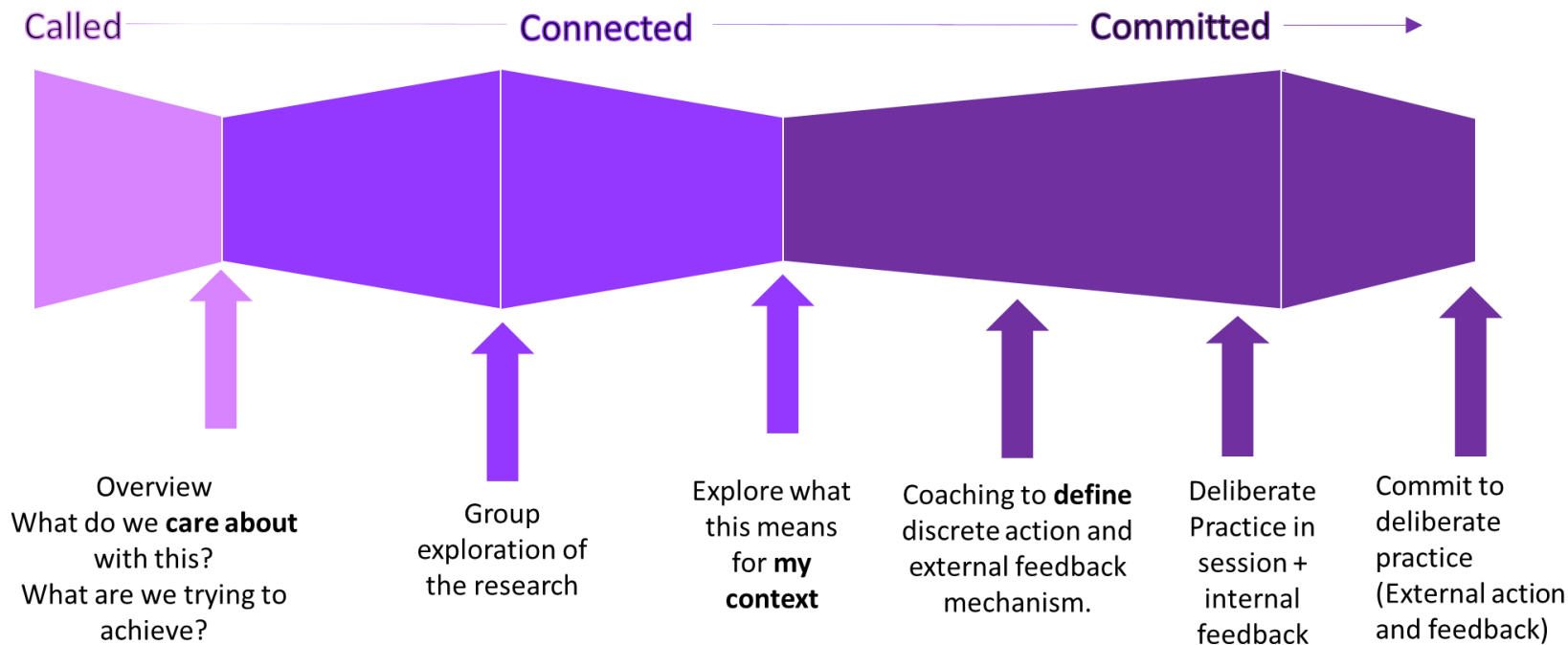
CHARTERED
COLLEGE OF
TEACHING



Examples of Coaching Focus on each NPQ will include:

NPQLT	NPQLBC	NPQLTD	NPQSL	NPQH	NPQEL
<ul style="list-style-type: none">• Securing subject/phase specific excellence in teaching• Collective application of cognitive science	<ul style="list-style-type: none">• Ensuring consistent behaviour practice/ intervention• Evaluating underlying causes of pupil behaviour	<ul style="list-style-type: none">• Designing effective teacher development programmes• Matching improvement priorities with PD frameworks	<ul style="list-style-type: none">• Whole-school Improvement planning• Ensuring collective accountability	<ul style="list-style-type: none">• Ensuring sustained school improvement• Leading a culture of teacher excellence	<ul style="list-style-type: none">• Communicating strategic direction• Driving systemic improvement across multiple contexts

Coaching Conversation Overview





Leadership
Coach

Peer
Support
Network

Regional
Face to
Face
Twilight
Sessions

NPQH Additional Support Offer

A fully funded face to face support offer for New Headteachers will also be offered during the first two years of headship.

This offer is available to:

- Headteachers who have previously completed the reformed NPQH
- New Headteachers who enrol on the NPQH from September 2021

Our Governance and Advisory Structures

In scaling up our NPQ provision, we have proportionally scaled up our governance and advisory structures to ensure all our programmes are informed by the most current research and are strategically resilient.

NPQ Project Board

This body reports to the National Society Council and is made up of:

- **NS Trustees**
- **Chief Officers** for CofE/Catholic Education Service
- Diocese **Directors of Education**
- **MAT** and **Teaching School Hub** partners
- **School Leaders** (primary and secondary)



Expert Research Challenge Group

Toby Greany (Chair) University of Nottingham
Sam Twiselton Sheffield Hallam University
Tanya Ovenden-Hope Marjon University
Sam Sims UCL
Cat Scutt Chartered College of Teaching
Philippa Cordingley CUREE
Bill Lucas University of Winchester

Become a Delivery Partner



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Are you eligible?

- ✓ Are you a MAT, Teaching School Hub, or individual school graded Good/Outstanding by Ofsted?
- ✓ Do you have no unmanageable conflicts of interest and no unresolved performance issues with the DfE?
- ✓ Does our approach align with your own vision and values?
- ✓ Do you have the capacity and capability within your organisation to lead the delivery of **at least one** specialist teacher qualification in your local area? **OR**
- ✓ Do you have the capacity and capability with your organisation to lead the delivery of a regional group of **at least one** leadership qualification?
- ✓ **If the answer to the questions above is YES then we would love to talk with you!**



Our Partnership Commitments

Called



Induction and training to enable you to lead learning

Opportunities for **national leadership** to nurture your ambition

Creative ownership to celebrate diversity and tell your own leadership story



Connected

Transparent and generous **partnership fee and bonus** structure

Regional delivery team structure to support collaboration

Blend of **National** and **Regional** partners



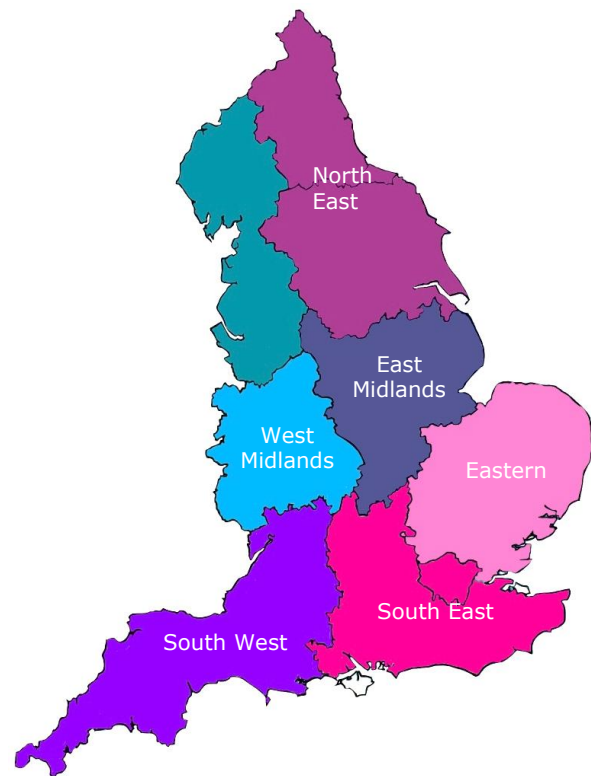
Committed

High-quality **Expert Coach Accreditation** as investment in your local team

A learning culture which deepens understanding of the research base working with leading academics

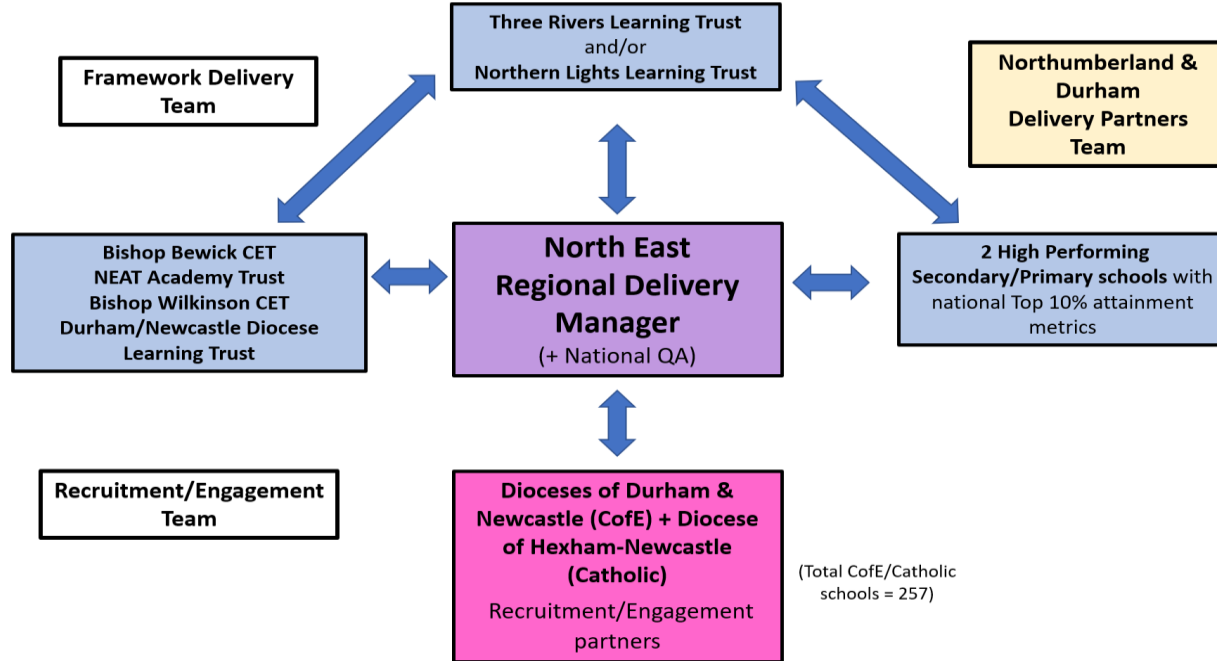
Which region are you in?

Region	CofE Diocese Areas	Catholic Diocese Areas
North East	Newcastle, Durham, York, Leeds	Hexham & Newcastle, Middlesbrough
North West	Carlisle, Blackburn, Manchester, Liverpool, Chester	Lancaster, Salford, Liverpool
East Midlands	Sheffield, Derby, Lincoln, Southwell & Nottingham, Leicester, Peterborough	Hallam, Nottingham, Northampton
West Midlands	Hereford, Worcester, Gloucester, Lichfield, Birmingham, Coventry	Shrewsbury, Birmingham
Eastern	Norwich, Ely, St Eds & Ips, Chelmsford, St Albans	East Anglia, Brentwood
South East	Southwark, London, Rochester, Canterbury, Chichester, Portsmouth, Winchester, Oxford	Southwark, Portsmouth, Westminster
South West	Bath & Wells, Bristol, Salisbury, Exeter, Truro	Clifton, Plymouth



Example Delivery Partner Structure

We seek to build regional delivery teams that collaborate to deliver the full suite of programmes within each of the 18 regions. **This diagram is a representative example only.**



Our commitments to one another:

As a Church of England/Catholic Education Service Delivery Partner, **you will receive:**

- **Generous programme leadership fees** according to programmes within the suite
- **Professional development for up to 4 facilitators/coaches** including accredited training programmes in partnership with CCT and Leadership Matters
- Support from a **Regional Delivery Manager** and central Operations Team to ensure smooth running of all programmes
- **Partnership with other local leaders** across the suite of programmes, across the CofE and Catholic schools within the region



As a Church of England/Catholic Education Service Delivery Partner, **you will provide:**

- Key staff to engage in all **induction, training and development** sessions
- Local leadership of **recruitment, selection, assessment and onboarding** of participants
- **High-quality delivery of all contracted sessions**, with appropriate **quality assurance** from our national team
- Support with **assessment preparation and marking**
- **Rigorous evaluation** of learning events and ongoing programme activities against agreed **performance metrics**
- Contribution to **Regional/National continuous improvement**, programme development and review

Next Steps



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Step 1. Delivery Partner Engagement and Selection

If you are interested in partnering with us, we invite you to join us in the **Regional Delivery Partner Engagement event** for your region.

Our Process:



Step2. Induction and Development

1

Establish
Regional
Teams

Regional Partners will recruit, support, and learn together. Regional teams will be supported by 7 Regional Delivery Managers

2

Induction
and Coach
Accreditation

Facilitators will take part in virtually delivered induction and **Expert Coaching Accreditation** in partnership with CCT and Leadership Matters

3

Programme
Specific
Training

Facilitators and Administrators trained by NPQ Programme Team. Additional training, QA, and support will continue throughout year 1

4

Digital
Learning
Platform

Facilitators and Administrators will have full access to course materials, facilitation guides, and set up checklists

Begin your journey with us

Join the Regional Delivery Partner Engagement Event for your region hosted by Andy Wolfe and Emily Norman:

REGION	CofE Diocese Areas	Catholic Diocese Areas	DATE	TIME
WEST MIDLANDS	Hereford, Worcester, Gloucester, Lichfield, Birmingham, Coventry	Shrewsbury, Birmingham	27 April	2.00-3.30
SOUTH WEST	Bath & Wells, Bristol, Salisbury, Exeter, Truro	Clifton, Plymouth Southwark,	27 April	3.30-5.00
NORTH EAST	Newcastle, Durham, York, Leeds	Hexham & Newcastle, Middlesborough	28 April	9.30-11.00
NORTH WEST	Carlisle, Blackburn, Manchester, Liverpool, Chester	Lancaster, Salford, Liverpool	28 April	11.30-1.00
SOUTH EAST	Southwark, London, Rochester, Canterbury, Chichester, Portsmouth, Winchester, Oxford	Portsmouth, Westminster	28 April	1.30-3.00
EAST MIDLANDS	Sheffield, Derby, Lincoln, Southwell & Nottingham, Leicester, Peterborough	Hallam, Nottingham, Northampton	29 April	11.30-1.00
EASTERN	Norwich, Ely, St Eds & Ips, Chelmsford, St Albans	East Anglia, Brentwood	29 April	1.30-3.00

1. Register at
www.cefel.org.uk/programmes

2. Please contact us at
CEFEL@churchofengland.org
with any queries or to request an informal discussion

3. Follow us on Twitter for all the latest updates:
[@CofE_EduLead](https://twitter.com/CofE_EduLead)
[@CofE_Education](https://twitter.com/CofE_Education)

RESEARCH WEBINAR:

Evidence-Led Leadership Development

29 April 4.00-5.30pm

Leading academics from our Expert Research Challenge Group will be exploring the new NPQ research base and explaining their vision for an evidence-led approach to leadership development.

This panel event will be hosted by Bill Lucas, the Foundation's Research Lead, and also include contributions from:

- Toby Greany
- Sam Twiselton
- Philippa Cordingley
- Tanya Ovenden-Hope

An essential webinar for all those delivering the NPQ programme from September





Any questions?

1. Please contact us at CEFEL@churchofengland.org with any queries or to request an informal discussion with either:

Andy Wolfe, Deputy Chief Education Officer **or**
Emily Norman, Head of Networks

2. Follow us on Twitter for all the latest updates:

@CofE_EduLead

@CofE_Education

