



# NPQ *small*



Through evidence-based research, the NPQH has allowed me to develop my own knowledge and understanding and thereafter implement it.

- Meera, Current NPQH participant

## Course Overview for Participants

A new way of accessing the NPQs for schools under 150 pupils (primary) or 800 pupils (secondary) which also attracts increased DFE funding for your school. The Church of England NPQ Small provides a unique opportunity for teachers and school leaders to develop their leadership expertise.

The NPQ Small is bespoke in design and delivery, enabling colleagues in small and rural schools to engage with high-quality leadership training, while recognising the opportunities and challenges specific to these schools.

# #SMALLBUTMIGHTY

*For leaders and teachers with an ambitious vision for flourishing schools, children, adults and communities*

**Specially adapted curriculum** tailored to small and rural schools' contexts.

**Almost no time out of school** through a new flexible delivery model\*.

**Totally online delivery** - taking away the requirement to travel.

**An expert small school coach** for every leader on every programme

**Focused on key small/rural school issues** that can then transfer into other contexts in your career

**The same nationally recognised qualification as our NPQ Standard route.**

Our Small School, NPQ programme will:

Develop your expertise as an evidence informed leader, equipping you to respond to the specific challenges you encounter in a small school setting and those presented by other contexts.

Provide you with a dedicated expert coach, with understanding of small school contexts, who will champion, challenge and encourage your leadership journey.

Deepen your ability to apply leadership knowledge to address persistent and common challenges in rural and small schools securing and sustaining effective school improvement.

Create networked communities of practice with fellow professionals in similar small school settings, enabling the collective expertise of the whole education system to grow and develop.

For NPQ Small, you can select one of the following NPQ programmes:

**NPQH** – You are, or are aspiring to be, a headteacher or head of school with responsibility for leading a school.

**NPQSL** - For school leaders who are, or are aspiring to be, a senior leader with cross-school responsibilities.

**NPQLBC** - You have or are aspiring to have, responsibilities for leading behaviour &/or supporting pupil wellbeing.

**NPQLTD** - You have or are aspiring to have, responsibilities for leading the development of other teachers in their school.

**NPQLT** - You have or are aspiring to have, responsibilities for leading teaching in a subject, year group, key stage or phase.

**NPQ** small

[www.cefel.org.uk/npq](http://www.cefel.org.uk/npq)

Department  
for Education

Catholic Education  
Service

THE CHURCH  
OF ENGLAND  
EDUCATION OFFICE

FOUNDATION FOR  
EDUCATIONAL  
LEADERSHIP

## Your Learning Experience

The Church of England NPQ programmes are designed to develop you as a leader in 3 key aspects, which we define as **CALLED, CONNECTED** and **COMMITTED**.

Drawing on these aspects of leadership, your learning experience with the Church of England will be defined by 6 interacting principles upon which we have built the entire programme.



### #1 Teacher excellence at the heart of Leadership

Be inspired to place the art and craft of teaching at the heart of your leadership and secure the best outcomes for children through building a culture of teacher excellence and effective classroom practice.



### #2 Culture which shapes Leadership Practices

As a leader, you set the culture and define it by your expectations, actions and decision-making, enabling your teams to secure the very best outcomes for every child. Putting this vision into practice is complex, but each unit will help you to bring this vision alive.



### CALLED:

Defining self-identity and ambitious school vision for flourishing children and adults



### #6 Social Justice and Serving the Common Good

Our Vision for Education for all schools is centred on the flourishing of children and adults through Educating for Wisdom, Hope, Community and Dignity. Leading excellence in teaching is the most effective way to enact social justice for any community.



### COMMITTED:

Enacting purpose through evidence-led decision-making and actions



### CONNECTED:

Developing together within an inter-dependent community of learners



### #3 Creating and sustaining Communities of Practice

We flourish together not alone. Your training will embed you in vibrant networks made up of professionals from small and rural schools locally and nationally, ensuring that your wisdom and wellbeing are strengthened by this community.



### #5 Effective Role-Specific Application of Knowledge

The knowledge you gain will be applied effectively, specific to your role, enabling you to deeply understand the evidence based teaching, and put your teaching into practice in new and unfamiliar contexts.



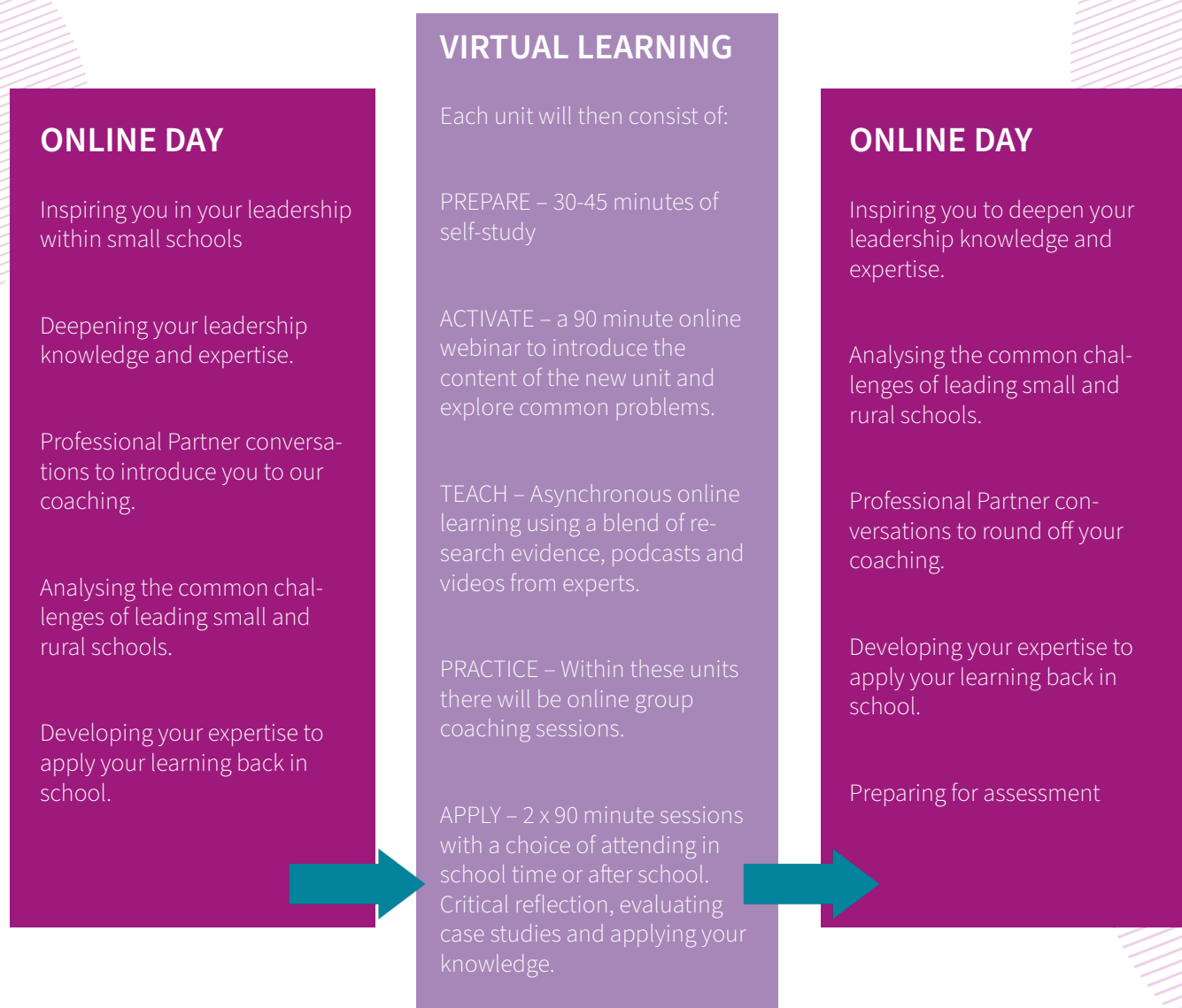
### #4 An Expert Coach for Every Leader

Your expert coach will guide you through a significant proportion of the programme, enhancing your understanding of the research and supporting your practice of new skills.

## Your Learning Journey

At the start of your NPQSmall experience you'll have an online day in which you will connect with participants from small schools across the country and with your expert facilitators. Your learning will then be split into units, with each unit focusing on a key aspect of leadership knowledge, for example curriculum or professional development. These units will be comprised from a blend of asynchronous online study, webinars and coaching. At the end of the course there will be another online day. All sessions are designed with small schools in mind equipping you to apply your learning in your own context.

The content of the NPQ Small will differ depending on the programme you choose to apply for, however the focus will be on leading teacher excellence and a culture in which pupils staff and school communities can flourish. The content is tailored to support and develop leaders with the expertise to successfully lead in small and rural schools, whilst at the same time equipping you to lead across the sector.



*The NPQLT, NPQLTD and NPQLBC are 12 month programmes, whilst the NPQH and NPQSL last 18 months. To find out more, and apply for an NPQ Small programme, visit our website [www.cefel.org.uk/npq](http://www.cefel.org.uk/npq)*



## The content of your programme

### Teaching and Culture

Focusing on how small school teachers and leaders can develop teacher excellence considering the challenges of fewer staff and smaller budgets through a culture of collaboration.

### Curriculum and Assessment

Enabling teachers and leaders to design a carefully sequenced curriculum which considers the needs of mixed-age classes and to use formative and summative assessment effectively to ensure children build their knowledge, skills and understanding.

## Developing Effective Teachers and Leaders in Small Schools

### Behaviour and Additional Needs

Equipping teachers and leaders in small schools to lead on behaviour, pupil wellbeing and provision for those with additional needs in a way that allows all pupils to flourish.

### Professional Development

Allowing small school leaders to design and lead evidence-informed, collaborative and sustained professional development activities which improve teaching and curriculum expertise, set within a supportive professional environment.

### Organisational Management and Partnerships (NPQH & SL)

Developing your skills to lead and manage school efficiently and effectively, dealing with the issues of small school capacity, whilst working with key partners in your school and crucially for small schools – your community.



## Course Leaders

Throughout your NPQ, you will be taught by experienced facilitators through nationally delivered webinars. You will also be supported by an Expert Coach who has been trained in the Called, Connected, Committed coaching model which has been inspired by the BASIC coaching model.

Your facilitators and coaches will be experienced school leaders who are working, or have worked, in small schools, teaching school hubs, high performing Trusts or Church of England/Catholic schools. Coaches will hold a Certificate in Evidence Informed Practice from the Chartered College of Teaching and are accredited Church of England expert coaches.

## Eligibility for a place on the NPQ Small Programme

To access one of our NPQ Small programmes you will need to be working in a primary school with less than 150 pupils or a secondary school with less than 800 pupils.

**Primary schools with 150 or fewer pupils will receive £800 per member of staff participating in NPQs**

**State-funded secondary schools and state-funded 16-19 educational settings with one to 600 pupils will receive £200 for each member of staff participating in NPQs**

## Department For Education Scholarship Funding

Full funding is available for all NPQs for state-funded schools and state-funded 16-19 institutions in England.

See [www.cefel.org.uk/npq](http://www.cefel.org.uk/npq) for latest information on eligibility.

## How to apply

1. You will need to complete an online application form at [www.cefel.org.uk/npq](http://www.cefel.org.uk/npq).
2. Select NPQSmall on your application form.
3. Your sponsor will then complete an endorsement form. Your sponsor should be your Trust CEO or Chair of Governors if you are a serving Headteacher, or your Headteacher

Visit our website to ensure you get the latest information about completing your application

Find out more: [www.cefel.org.uk/npq](http://www.cefel.org.uk/npq)



Staff are enthused about reshaping our curriculum to meet the needs of our pupils and ensure it is concise and progressive.

- NPQSL Participant