

Getting the Most Out of NPQs

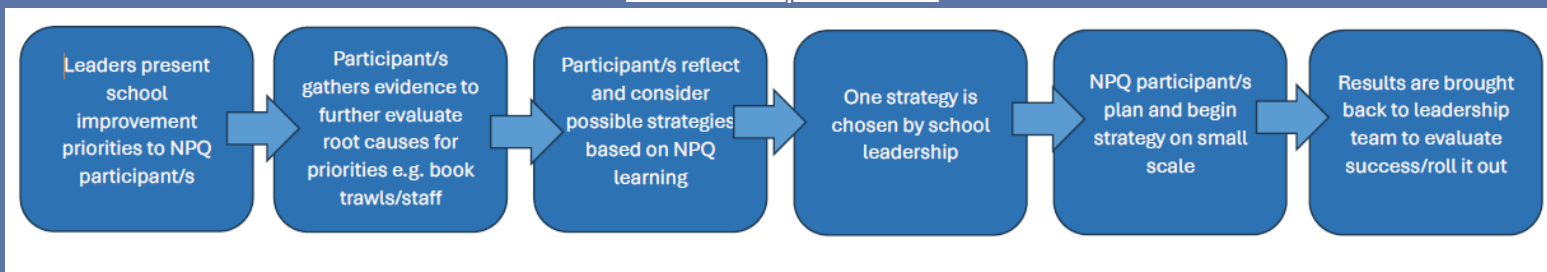
Support for school leaders who line manage NPQ participants, as well as NPQ participants, to maximise the impact of NPQs within your school setting.

Implementation Plan

Have a clear implementation plan in place to implement new NPQ knowledge and skills:

1. Create a clear, actionable plan to integrate evidence and NPQ learning into daily school practices for tangible impact.
2. Apply the EEF's four-stage implementation process (Explore, Prepare, Deliver, Sustain) strategically as an ongoing cycle.
3. Align your approach with the school's culture and context to ensure responsiveness and sustainable improvements.
4. Conduct staff surveys to assess the effectiveness and reception of CPD.

Short Term Implementation



Top Tips for School Leaders engaging with an NPQ

To align NPQs with personal career development and whole school priorities, reflect on your professional knowledge and skills as well as your confidence and ability in the following areas:

- Using research and evidence-based approaches and language to inform practice.
- Applying module principles from your NPQ learning
- Applying implementation planning to drive change (Explore, Plan, Deliver, Sustain).
- Supporting colleagues in implementing school-wide changes.
- Delivering CPD that is aligned with school priorities.
- Evaluating the impact you have made and make necessary adjustments.

Top Tips for school leaders line managing colleagues engaging with an NPQ

- Familiarise yourself with the curriculum overview and module principles of the relevant NPQ. These can be found under their respective sections on our website. They detail the module principles that participants engage with which can align with priorities at class/ school/ trust level.
- Offer support and guidance to colleagues to implement learning in real-life contexts by following an implementation plan.
- Protect time to prioritise learning and application of learning from the NPQ.
- Foster an evidence-informed approach to practice that can be shared and embraced by all colleagues.
- Schedule regular meetings to monitor progress and provide feedback on the implementation of NPQ learning.
- Track recruitment and retention of colleagues engaging with an NPQ to monitor the impact within your school/trust.

NPQ Curriculum overview example

These overviews can be found on our website under each NPQ. They outline each course and the module principles covered.

National Professional Qualification (NPQ): Leading Teacher Development						
Conference	Course 1 Teaching	Course 2 Teacher Learning	Course 3 The What	Course 4 The How	Course 5 Enabling Conditions	Course 6 Implementation
Introducing leadership and your NPQLTD	Module 1 Theory of change	Module 1 Teacher expertise development	Module 1 Identifying learning content	Module 1 Instruction	Module 1 Supportive professional development	Module 1 Explore
How people learn	Module 2 Simple model of memory	Module 2 Habits and behaviour change	Module 2 Sequencing learning	Module 2 Building and balancing insight	Module 2 Culture, systems and coherence	Module 2 Prepare
Experiencing a module pair	Module 3 Developing teaching	Module 3 Motivation	Module 3 Mechanisms	Module 3 Teacher formative assessment	Module 3 Assessment and evaluation	Module 3 Deliver and sustain
Experiencing a clinic	Clinic 1 Teaching	Clinic 2 Teacher learning	Clinic 3 The what	Clinic 4 The how	Clinic 5 Enabling conditions	Clinic 6 The assessment clinic

<https://www.teachingschoolhub.co.uk/npq>