



The Halifax Academy



Outstanding  
Leaders  
Partnership

# National Professional Qualification in Leading Teacher Development (NPQLTD)

## Qualification Specification



### **NPQLTD AT A GLANCE**

Course Duration: **12 months**

Face-to-Face Events: **3 events**

Online Learning: **34 hours**

Coaching: **6 hours**

Total Learning Hours: **82 hours**

Final Assessment: **Case study scenario**

★ Awards **30 Master's Credits**

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for Education

# About NPQLTD

The DfE-accredited NPQLTD is for teachers who have, or are aspiring to have, responsibilities for leading the development of other teachers in their school. This flexible part-time training fits around a teacher's timetable and is delivered through a combination of face-to-face events, online study and coaching. Completing NPQLTD is hugely beneficial for participants as well as their school and pupils.

## Benefits for participants

- ✔ Become adept in supporting initial teacher training, early career teachers as well as the wider development of all colleagues across the school
- ✔ Develop expertise across a number of specialist areas related to their role (e.g., designing professional development)
- ✔ Content contextualised for your locality and updated to reflect national developments and legislation

## Benefits for schools

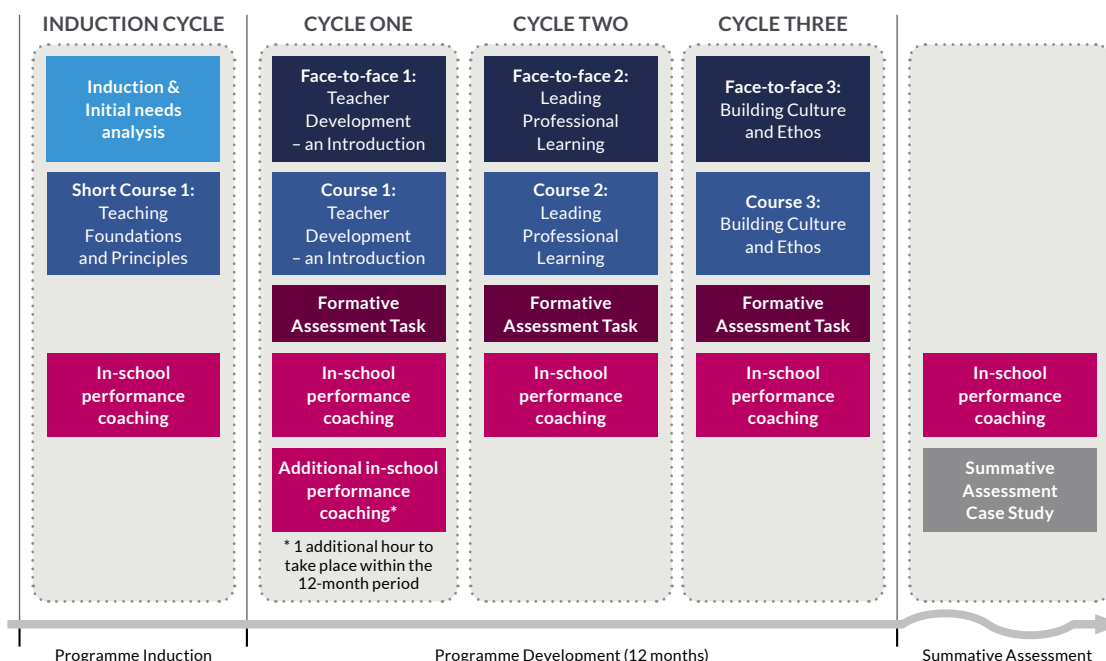
- ✔ Support succession of school leaders and build a cohesive, impact-focused school leadership team
- ✔ Regular progress updates for mentors and headteachers
- ✔ A professionally aware and informed leader who can make evidence-based decisions and approach leading teacher development in an effective and efficient manner

## Qualification elements

<b>INDUCTION STAGE</b>	<b>Induction (incl. Initial needs analysis: 1 hour)</b>	<b>6 hours</b>	Total Guided Learning Hours: <b>82</b>
<b>DEVELOPMENT STAGE</b>	<b>Face-to-face events</b>	<b>18 hours</b>	
	<b>Online course study</b>	<b>34 hours</b>	
	<b>Formative assessment tasks</b>	<b>18 hours</b>	
	<b>In-school performance coaching</b>	<b>6 hours</b>	
<b>SUMMATIVE ASSESSMENT STAGE</b>	<b>Case study scenario</b>	<b>Max. 1500 words</b>	

## Qualification programme structure

The NPQLTD content is delivered across three development stage cycles that include face-to-face events, online study, a formative assessment task and in-school performance coaching. The context focus for each cycle aligns to each of the content areas identified by the DfE and their sequencing across the delivery cycle has been carefully crafted to ensure depth of study and time for most effective reflection and review by each participant.



## Induction

The induction cycle includes insight into and preparation for qualification engagement and the *Teaching foundations and principles* short course. Participants will complete their initial needs analysis as part of this stage.

### Induction and Initial needs analysis

Self assessment of skills, knowledge and understanding of 'learn that' and 'learn how to' statements derived from the DfE qualification framework and leadership behaviours. The outcomes of the analysis inform ongoing discussion and feedback throughout the programme.

## Face-to-face content outline

The NPQLTD programme includes three face-to-face events spread across the 12-month duration of the qualification.

Each event precedes online course study and will introduce the climate and context for online study. The three event days consist of tailored practice tasks, group networking and self-managed learning interaction supporting powerful dialogue and leadership development.

### Face-to-face events

- **Day 1:** Teacher Development – an Introduction
- **Day 2:** Leading Professional Learning
- **Day 3:** Building Culture and Ethos

## Online course content outline

NPQLTD participants will undertake one short course and three full courses.

As part of online course engagement compliance, participants will be required to select and complete three practice activities and undertake one formative assessment task per cycle.

Each full course includes a series of study modules that are to be completed within a recommended time frame of 10 hours. The short course comprises 4 hours of study.

### Short course

1. **Teaching Foundations and Principles**

### Full courses

1. **Teacher Development – an Introduction**
  - Module 1: Implementation
  - Module 2: What does research tell us about effective teacher development?
  - Module 3: Identifying school teacher development needs
2. **Leading Professional Learning**
  - Module 1: Designing effective professional development
3. **Building Culture and Ethos**
  - Module 1: Delivering effective professional development

## Formative assessment tasks

The formative assessment tasks are in-school practice-led activities that participants choose to complete following each online course. There are three formative assessment tasks for NPQLTD.

## In-school performance coaching

NPQLTD participants will engage with six hours of in-school performance coaching. One of these will be during the induction cycle, and the final one (the Impact Review) will take place prior to the summative assessment stage.

## Assessment and compliance

### Qualification elements that count towards final assessment

#### To pass an NPQ, the following criteria need to be met:

- Participants must engage in 90% of the course elements.
- Participants must submit and pass one summative assessment that takes the form of a case study. Participants have an eight-day window to provide a written response of a maximum 1500 words and submit this by midnight on the designated eighth day.

#### What are the course elements I must engage with?

1. Leadership Development Record (LDR) review
2. Face-to-face events
3. Online practice activities
4. Formative assessment tasks
5. In-school performance coaching

## Course intakes

There are two intakes per year, one beginning in autumn and one in spring. Please see our website for application deadlines and delivery schedules.

## Delivery locations

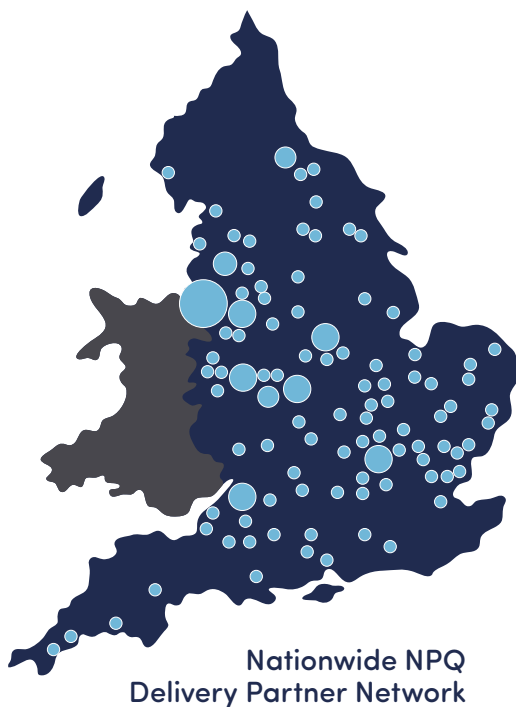
Delivery venues are largely provided through our national network of teaching school and multi-academy trust partners. Participants applying from one of our partner groups will be allocated to that group for the face-to-face events\*.

In addition to partner groups we also have a number of groups located according to the geography of the participants that register, helping minimise travel time for the majority of participants.

Participants not registering through a school partner will be allocated to their most geographically convenient group for the three training events and will be provided the opportunity to change group, or join our distance learning model, if their allocated group does not suit.

Our face-to-face groups take place across the country and we strive to ensure all participants have access to local delivery.

\* Subject to group viability



## Contact us

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## Entry requirements

Applicants must have completed 2 full years of teaching and have either QTS, QTLS, a Level 5 (or higher) qualification (any subject) or an international equivalent.

An in-school performance coach will need to be identified.

## How to apply

Completing an NPQ is a huge achievement that requires a significant investment in time and effort. As such we advise all participants to follow these steps when applying:

- Discuss the NPQ with your headteacher or CPD lead. What are your goals? How will the NPQ benefit your school and pupils?
- Contact us with any questions about the qualification or the availability of funding.
- Start your application as early as possible to avoid the last minute NPQ rush!

The new and simplified NPQ application form can be found at [outstandingleaders.org/npqltd](https://outstandingleaders.org/npqltd)

It should take no longer than 10 minutes to complete and our NPQ advisors are on-hand via our website's livechat to answer your questions and support your application.

We look forward to working with you 😊

## What's next?

Participants that achieve the NPQLTD may choose to continue their professional development through the completion of a master's degree using the 30 master's credits earned through completion of the qualification.

Professionally, those who have completed the NPQLTD go on to lead the professional development of teachers in their school through designing and/or delivering effective CPD.

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