

NPQ - Engagement and Participation Guidance

Version 18.0

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Introduction

This guidance document highlights the metrics that will trigger output payments for your NPQ participants.

Each 'output payment' is aligned to an Output review date. Participant engagement will be measured at each 'review point', after which Education Development Trust will submit engagement evidence to the DfE. Once the evidence has been validated you will need to submit an invoice and payment will be made to you.

The Payment Schedule, detailing the output payment, review point and payment dates, can be found below (Annex 1) and are also set out in your subcontract.

For **Specialist** NPQs there are **three** output payments (per cohort):
(*NPQ Leading Teaching, NPQ Leading Teacher Development, NPQ Leading Behaviour and Culture, NPQ Leading Literacy*)

- Output 1 - Teacher Validated and Training Commenced
- Output 2 - Retention Point
- Output 3 - Teacher Assessed, Mark Awarded and Moderated

For **Leadership** NPQs there are **four** output payments (per cohort):
(*NPQ Senior Leadership, NPQ Headship, NPQ Early Years Leadership*)

- Output 1 - Teacher Validated and Training Commenced
- Output 2 - Retention Point
- Output 3 - Retention Point
- Output 4 - Teacher Assessed, Mark Awarded and Moderated

For the **Early Headship Coaching Offer (EHCO)** there are **three** output payments (per cohort):

- Output 1 - Teacher Confirmed as Eligible for Support Offer and Support Commenced
- Output 2 - Retention Point
- Output 3 - Teacher Completed Support Offer

Important: please note that in addition to the participant having met the necessary engagement criteria outlined below, it is essential that a signed school contract and signed sponsorship agreement have been returned for the participant in order for an Output 1 (and any subsequent Output) payment to be made.

Evidence of engagement – Specialist and Leadership NPQs

Each payment is aligned to the DfE receiving acceptable evidence of engagement as detailed below for each output.

Participant engagement can be tracked and evidenced by both Education Development Trust and Delivery Partners via reports on the Online Learning Platform. Delivery Partners should use reports as a tool to track participant progress and to identify where you may need to engage with participants that have not made significant progress prior to output review dates.

Teacher Validated and Training Commenced (Output 1)

DfE Criteria (must evidence at least 1 of the following options)	Acceptable evidence (must evidence at least 1 of the following options)
Attendance at first synchronous session evidenced by facilitator registers.	<p>Confirmation of the participant having attended a face-to-face training event or live webinar led by the Delivery Partner either in person or online during the Output review period.</p> <p>Please note: to evidence having met this criteria, it is essential that face-to-face training events and live webinars are set up as events and attendance tracked via facilitator registers on the Online Learning Platform (regardless of the platform used to deliver webinars – Teams, Zoom etc). Although participants will also need to complete the self-reporting section in order to achieve the credits for having attended events/live webinars, this alone is not acceptable evidence of having met this criterion.</p> <p><u>Where participants cannot attend synchronous sessions</u></p> <p>A number of Delivery Partners have enquired as to the process that applies when participants are unable to attend synchronous events. We advise that Delivery Partners explore local contingency options, that might include:</p> <ul style="list-style-type: none"> • recording delivery of Live Webinars to circulate to those unable to attend • arranging a ‘mop-up’ session • circulating the event presentation with detailed slide notes • liaising with your nearest Delivery Partner to arrange for participants to attend their event. <p>As all course content is currently under review by the DfE and is therefore subject to change, for the time being it is unfeasible for us to supply ‘standardised’ recordings of events to use for this purpose, however we will continue to review and explore options.</p> <p>Where a participant is unable to attend a face-to-face event or live webinar, it is the responsibility of the Delivery Partner to have a contingency plan in place to ensure that training/discussions/content is appropriately shared with any participant(s) unable to attend, and that they engage with this activity (for example, if the event was recorded then to circulate the video and track that the participant has viewed). Education Development Trust will not provide a centralised repeat/mop up event or recording.</p>

	<p>Once content that the participant has engaged with your chosen contingency activity, it is important that the facilitator update the event register on the Online Learning Platform to reflect that the participant has ‘completed/attended’ the activity.</p> <p>This is not the DfEs preferred method, and Delivery Partners may need to provide confirmation of each participant having watched a recording/covered the content via other means on request.</p>
Commenced one asynchronous module evidenced by the Online Learning Platform	The participant having accrued at least one self-study credit, as evidenced by the ‘Declaration’ report . In most cases this will likely be the participant having completed the diagnostic assessment for Block 1.
Any videos evidenced as watched and any associated activity completed on the Online Learning Platform	<p>Confirmation of the participant having viewed at least 90% of the Block 1 video introduction.</p> <p>Please note: although this is an acceptable measure of engagement, it is preferred that we can evidence participants as having met either of the two criteria above.</p>

Retention Point - activity needs to be additional and new to what was achieved for previous output points.

(Output 2 - for Specialist NPQs)

(Outputs 2 and 3 - for Leadership NPQs)

DfE Criteria (must evidence at least 1 of the following options)	Acceptable evidence (must evidence at least 1 of the following options)
Tracking of progress and completion evidence of asynchronous modules and units on the Online Learning Platform	<p>Participant has progressed through their course content on the Online Learning Platform since the last Output point. This can include having further progressed through course content since the last Output point (for overall progress through the Blocks to be in line with the Block completion guidance document relevant to their cohort), and/or having a higher activity credit score since the last Output point.</p> <p>This will be evidenced by ‘Declaration’ report on the Online Learning Platform.</p>
Completion of synchronous sessions evidenced by registers taken by or documented by facilitators and trainers.	<p>Confirmation of the participant having attended a face-to-face training event or live webinar led by the Delivery Partner either in person or online during the Output review period.</p> <p>Please note: to evidence having met this criteria, it is essential that face-to-face training events and live webinars are set up as events and attendance tracked via facilitator registers on the Online Learning Platform (regardless of the platform used to deliver webinars – Teams, Zoom etc). Although participants will also need to complete the self-reporting section in order to achieve the activity credits for having attended events/live webinars, this alone is not acceptable evidence of having met this criterion.</p>

	<p><u>Where participants cannot attend synchronous sessions</u></p> <p>A number of Delivery Partners have enquired as to the process that applies when participants are unable to attend synchronous events. We advise that Delivery Partners explore local contingency options, that might include:</p> <ul style="list-style-type: none"> • recording delivery of Live Webinars to circulate to those unable to attend • arranging a 'mop-up' session • circulating the event presentation with detailed slide notes • liaising with your nearest Delivery Partner to arrange for participants to attend their event. <p>As all course content is currently under review by the DfE and is therefore subject to change, for the time being it is unfeasible for us to supply 'standardised' recordings of events to use for this purpose, however we will continue to review and explore options.</p> <p>Where a participant is unable to attend a face-to-face event or live webinar, it is the responsibility of the Delivery Partner to have a contingency plan in place to ensure that training/discussions/content is appropriately shared with any participant(s) unable to attend, and that they engage with this activity (for example, if the event was recorded then to circulate the video and track that the participant has viewed). Education Development Trust will not provide a centralised repeat/mop up event or recording.</p> <p>Once content that the participant has engaged with your chosen contingency activity, it is important that the facilitator update the event register on the Online Learning Platform to reflect that the participant has 'completed/attended' the activity.</p> <p>This is not the DfEs preferred method, and Delivery Partners may need to provide confirmation of each participant having watched a recording/covered the content via other means on request.</p>
<p>Participant engagement metric - evidence will be a percentage score of online content completed and attendance to synchronous sessions (registers of webinars and face to face sessions)</p>	<p>Participant has progressed through their course content on the Online Learning Platform since the last Output point. This can include having completed more Block content or having a higher activity credit score since the last Output point.</p> <p>This will be evidenced by the 'Declaration' report, and/or event registers (as evidenced by the facilitator having marked them as attended) on the Online Learning Platform.</p>
<p>Any videos evidenced as watched and any associated activity completed on the Online Learning Platform</p>	<p>Confirmation of the participant having viewed at least 90% of a Block video introduction.</p> <p>Please note: although this is an acceptable measure of engagement, it is preferred that we can evidence participants as having met one of the three criteria above.</p>

Teacher Assessed, Mark Awarded and Moderated

(Output 3 - for Specialist NPQs)

(Output 4 - for Leadership NPQs)

DfE Criteria (all three must be met)	Acceptable evidence (all three must be met)
Tracking assessment marking, moderation and external moderation processes.	<p>This will be tracked and evidenced by Education Development Trust.</p> <p>The summative assessment will be sent directly to participants and completion tracked by Education Development Trust. We ask that Delivery Partners encourage participants to complete their summative assessment within the assessment window (which will broadly follow the completion window for the final Block of the NPQ course but will be confirmed in advance for each Cohort).</p>
Evidence of 90% engagement and assessment status from Online Learning Platform	<p>Confirmation of the participant having completed 90% of all course activities.</p> <p>Evidenced by the participant having achieved at least 90% of the total activity credits available for their NPQ course, as tracked via the 'Engagement' report. Please see the 'Annex 2' section below for a summary table of activity credits for each NPQ course.</p>
Copies of the marked assessment, moderation documents and result.	<p>This will be tracked and evidenced by Education Development Trust.</p> <p>The summative assessment will be sent directly to participants and completion tracked by Education Development Trust. We ask that Delivery Partners encourage participants to complete their summative assessment within the assessment window (which will broadly follow the completion window for the final Block of the NPQ course but will be confirmed in advance for each Cohort).</p>

Evidence of engagement – Early Headship Coaching Offer (EHCO)

Details regarding evidencing engagement for Early Headship Coaching Offer participants will be circulated in advance of the EHCO launch.

Participant progress tracking and activity credits

Participants need to log in to the Online Platform to complete self-directed study and, where relevant, self-reporting (Cohorts 1 and 2 only). For self-study activity, their activity and progress are automatically logged as they work through the Blocks. For other tasks, including event and live webinar attendance and completion of micro implementation tasks, participants will need to complete self-reporting (Cohorts 1 and 2 only).

Each activity within a block, whether automatically logged or logged via self-reporting, has an associated activity credit value. Please see Annex 2: Online Learning Platform Content Overview below to review the Block 1 activity credit values for each NPQ.

It is important that you remind your Cohort 1 and 2 participants to complete their self-reporting as they complete activities where progress is not logged automatically.

The Online Learning Platform can produce reports to show you both % completion of the course content ('Engagement' report), and the number of activity credits achieved by participants between output declaration points ('Declaration' report). Details of how to track participant progress through self-study content and to run the 'Engagement' and 'Declaration' reports can be found in the Help section on the Online Learning Platform, and within the Online Learning Platform user guide.

Participant engagement escalation process

Participant engagement can be tracked and evidenced by both Education Development Trust and Delivery Partners via reports on the Online Platform. Delivery Partners should use reports as a tool to track participant progress and to identify where you may need to engage with participants that have not made significant progress prior to output review dates.

It is our expectation that the majority of participants will have engaged with the course content in accordance with the Block completion windows, therefore enabling an Output declaration to be made for the participant by the Output review date (with the exception of participants that are on deferral).

Where a participant has not engaged with the course content in accordance with the Block completion windows, the process below will apply:

- Following the Output review date, should there be any participants that did not meet the necessary engagement criteria to allow for an Output declaration to be made in time, there will follow a **3-week window** during which we ask that the Delivery Partner encourage the participant to engage with their course (to meet the necessary engagement criteria to allow for an Output declaration to be made).
- We are mindful that there may be participants that are not on deferral however due to unavoidable circumstances are unable to engage with the course at the time, and in these instances ask that the Delivery Partner agree an extended deadline for engagement with the participant.
- Following this 3-week window, should there be any participants that still have not met the necessary engagement criteria to allow for an Output declaration to be made, we ask that the Delivery Partner contact the participant to enquire as to whether they are facing issues that

are impacting their ability to engage and where this is the case offer support (that may include the option to defer).

- Should a participant fail to respond to you after several attempts or fail to meet the necessary engagement criteria following several extensions, the participant may be removed from their course. This decision would be made jointly between the Delivery Partner and Education Development Trust. Participant engagement and retention will be a recurring discussion item at Partnership Meetings, with a focus on interventions put in place for any participants that have not had a declaration made 3+ weeks after the Output review date.

Partnership Meetings

To support you in tracking and monitoring the engagement of your NPQ participants, half termly Partnership meetings will be scheduled with you. The schedule of the meetings can be found in your NPQ Partnership meeting agenda and Terms of Reference document.

In advance of your scheduled meetings, please update your delivery plan and prepare engagement reports, covering the above metrics for the applicable Output period.

The Partnership meetings will be scheduled in advance of Output review dates (please see Annex 1: Payment Schedule), so we are able to flag any areas of disengagement and work together to find solutions to support the re-engagement of your participants.

Annex 1a: Payment Schedule (Cohorts 1 & 2)

Each 'output payment' is aligned to an Output review date. Participant engagement will be measured at each 'review point', after which Education Development Trust will submit engagement evidence to the DfE. Once the evidence has been validated you will need to submit an invoice and payment will be made to you. **Please note:** these dates are subject to change, in the event that the Department for Education alter their payment schedule.

NPQ Leading Teaching, NPQ Leading Teacher Development, NPQ Leading Behaviour and Culture

Output Payment	Percentage of Price Per Teacher	COHORT 1 (November 2021)			COHORT 2 (February 2022)		
		Review Date	Invoice Sent	Payment Made on or after	Review Date	Invoice Sent	Payment Made on or after
Output 1 - Teacher Validated and Training Commenced	33.3%	13 th December 2021	10 th January 2022	9 th February 2022	9 th March 2022	6 th April 2022	6 th May 2022
Output 2 - Retention Point	33.3%	23 rd June 2022	15 th July 2022	15 th August 2022	23 rd September 2022	21 st October 2022	21 st November 2022
Output 3 - Teacher Assessed, Mark Awarded and Moderated	33.3%	24 th February 2023	24 th March 2023	24 th April 2023	24 th May 2023	21 st June 2023	21 st July 2023

NPQ Senior Leadership, NPQ Headship

Output Payment	Percentage of Price Per Teacher	COHORT 1 (November 2021)			COHORT 2 (February 2022)		
		Review Date	Invoice Sent	Payment Made on or after	Review Date	Invoice Sent	Payment Made on or after
Output 1 - Teacher Validated and Training Commenced	25%	13 th December 2021	10 th January 2022	9 th February 2022	9 th March 2022	6 th April 2022	6 th May 2022
Output 2 - Retention Point	25%	23 rd June 2022	15 th July 2022	15 th August 2022	23 rd September 2022	21 st October 2022	21 st November 2022
Output 3 - Retention Point	25%	24 th November 2022	16 th December 2022	16 th January 2023	21 st April 2023	19 th May 2023	19 th June 2023
Output 4 - Teacher Assessed, Mark Awarded and Moderated	25%	24 th August 2023	21 st September 2023	20 th October 2023	21 st December 2023	18 th January 2024	16 th February 2024

Annex 1a: Payment Schedule (Cohorts 3 & 4)

Each 'output payment' is aligned to an Output review date. Participant engagement will be measured at each 'review point', after which Education Development Trust will submit engagement evidence to the DfE. Once the evidence has been validated you will need to submit an invoice and payment will be made to you. **Please note:** these dates are subject to change, in the event that the Department for Education alter their payment schedule.

NPQ Leading Teaching, NPQ Leading Teacher Development, NPQ Leading Behaviour and Culture, NPQ Leading Literacy

Output Payment	Percentage of Price Per Teacher	COHORT 3 (October 2022)			COHORT 4 (February 2023)		
		Review Date	Invoice Sent	Payment Made on or after	Review Date	Invoice Sent	Payment Made on or after
Output 1 - Teacher Validated and Training Commenced	33.3%	24 th November 2022	16 th December 2022	16 th January 2023	9 th March 2023	9 th April 2023	9 th May 2023
Output 2 - Retention Point	33.3%	22 nd June 2023	22 nd July 2023	22 nd August 2023	24 th October 2023	24 th November 2023	24 th December 2023
Output 3 - Teacher Assessed, Mark Awarded and Moderated	33.3%	22 nd February 2024	22 nd March 2024	22 nd April 2024	23 rd May 2024	23 rd June 2024	23 rd July 2023

NPQ Senior Leadership, NPQ Headship, NPQ Early Years Leadership

Output Payment	Percentage of Price Per Teacher	COHORT 3 (October 2022)			COHORT 4 (February 2023)		
		Review Date	Invoice Sent	Payment Made on or after	Review Date	Invoice Sent	Payment Made on or after
Output 1 - Teacher Validated and Training Commenced	25%	24 th November 2022	16 th December 2022	16 th January 2023	9 th March 2023	9 th April 2023	9 th May 2023
Output 2 - Retention Point	25%	22 nd June 2023	22 nd July 2023	22 nd August 2023	24 th October 2023	24 th November 2023	24 th December 2023
Output 3 - Retention Point	25%	24 th January 2024	24 th February 2024	24 th March 2024	23 rd May 2024	23 rd June 2024	23 rd July 2024
Output 4 - Teacher Assessed, Mark Awarded and Moderated	25%	24 th July 2024	24 th August 2024	24 th September 2024	19 th December 2024	19 th January 2025	19 th February 2025

Annex 2: NPQ Block Content overviews (including credit values)

Please see below a summary of the total number of activity credits available to participants for each Block and in total for each NPQ. It is our expectation that participants engage with all areas of their course, and therefore that they accrue 100% of the activity credits available for their course.

As stated above, one of the DfE criteria we must evidence to successfully submit the final Output declaration for a participant, (Output 3 for Specialist NPQs, Output 4 for Leadership NPQs) is evidence of 90% engagement and assessment status from Online Learning Platform’.

This can be evidenced by the participant having **achieved at least 90% of the total activity credits available** for their NPQ course, as tracked via the ‘activity credit’ report. We are currently working to enhance the activity credit report to provide a cumulative total of activity credits accrued to allow easy comparison to the total activity credits available for their NPQ course.

NPQ	Block 1 credits	Block 2 credits	Block 3 credits	Block 4 credits	Block 5 credits	Total NPQ credits
NPQLTD	49	43	27	25	41	185
NPQLT	46	41	27	38	47	199
NPQLBC	50	34	28	27	47	186
NPQLL	47	TBC	TBC	TBC	TBC	TBC (47 to date)
NPQSL	53	56	71	69	N/A	249
NPQH	50	58	71	58	N/A	237
NPQEYL	49	TBC	TBC	TBC	N/A	TBC (49 to date)

Please note: where TBC, this Block content is still being finalised and activity credit breakdown will be shared once the content is uploaded to the Online Learning Platform.

NPQ Leading Teacher Development (NPQLTD) Block 1			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 1	40 minutes	2
Self-study	Video Introduction to Block 1	5 minutes	1
Self-study	S 1.1a The Importance of Teaching Quality in Raising Pupil Outcomes	1 hour	3
Self-study	S 1.1b Case Studies	1 hour	3
Self-study	S 1.1c Understanding and Applying Best Evidence on Teacher Professional Development	1 hour	3
Self-study	S 1.1d Developing a Supportive Environment	1 hour	3
Self-study	S 1.1e Developing a Theory of Change	1 hour	3
Self-study	S 1.1f Using Assessment Information and Data	45 minutes	2
Self-study	S 1.1g Understanding and Making Use of Existing Frameworks	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQLTD F2F Training Session	5 hours	15
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQLTD Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
End-of-block survey	Survey	5 minutes	1
		TOTAL	49

NPQ Leading Teacher Development (NPQLTD) Block 2			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 2	40 minutes	2
Self-study	Video Introduction to Block 2	5 minutes	1
Self-study	S 2.1a Area 1: The Importance of High Expectations	1 hour	3
Self-study	S 2.1b Area 2: How Pupils Learn	1 hour	3
Self-study	S 2.1c Area 3: Subject and Curriculum	1 hour	3
Self-study	S 2.1d Area 4: Classroom Practice	1 hour	3
Self-study	S 2.1e Area 5: Adapting Teaching	1 hour	3
Self-study	S 2.1f Area 6: Assessment	1 hour	3
Self-study	S 2.1g Area 7: Managing Behaviour	1 hour	3
Self-study	S 2.1h Area 8: Professional Standards	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQLTD Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 2.1	1 hour	3
	Recorded webinar 2.2	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	43

NPQ Leading Teacher Development (NPQLTD) Block 3			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 3	40 minutes	2
Self-study	Video Introduction to Block 3	5 minutes	1
Self-study	S 3.1a Drawing on the right expertise	1 hour	3
Self-study	S 3.1b Expert-led conversations	1 hour	3
Self-study	S 3.1c Effective delivery of professional development	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Recorded webinars	Recorded webinar 3.1	1 hour	3
	Recorded webinar 3.2	1 hour	3
	Recorded webinar 3.3	1 hour	3
Podcast	Developing Others podcast	25 minutes	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	27

NPQ Leading Teacher Development (NPQLTD) Block 4			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 4	40 minutes	2
Self-study	Video Introduction to Block 4	5 minutes	1
Self-study	S 4.1a Introduction to implementation	1 hour	3
Self-study	S 4.1b Choosing the right initiatives	1 hour	3
Self-study	S 4.1c Preparing for change	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Recorded webinars	Recorded webinar 4.1	1 hour	3
Training event	NPQLTD Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
End-of-block survey	Survey	5 minutes	1
		TOTAL	25

NPQ Leading Teacher Development (NPQLTD) Block 5			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 5	40 minutes	2
Self-study	Video Introduction to Block 5	5 minutes	1
Self-study	S 5.1a Implementation in motion: the 'deliver' phase	1 hour	3
Self-study	S 5.1b The importance of monitoring and adaptation of implementation	1 hour	3
Self-study	S 5.1c Involving the staff body in implementation	1 hour	3
Self-study	S 5.1d Sustaining and scaling change	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQLTD F2F Training Session	5 hours	15
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQLTD Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
End-of-programme survey	Survey	20 minutes	1
		TOTAL	41

NPQ Leading Teaching (NPQLT) Block 1			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 1	40 minutes	2
Self-study	Video Introduction to Block 1	5 minutes	1
Self-study	S 1.1a The Importance of Teachers and Teaching	1 hour	3
Self-study	S 1.1b Improving Pupil Outcomes in Practice	45 minutes	2
Self-study	S 1.1c Best Evidence in Teacher Professional Development	1 hour	3
Self-study	S 1.1d Developing a Theory of Change	1 hour	3
Self-study	S 1.1e Using Assessment Information and Data	1 hour	3
Self-study	S 1.1f Understanding and Making Use of Existing Frameworks	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQLT F2F Training Session	5 hours	15
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQLT Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
End-of-block survey	Survey	5 minutes	1
		TOTAL	46

NPQ Leading Teaching (NPQLT) Block 2			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 2	40 minutes	2
Self-study	Video Introduction to Block 2	5 minutes	1
Self-study	S 2.1a The Role of Memory in Learning	1 hour	3
Self-study	S 2.1b The Role of Prior Knowledge and Misconceptions in Learning	1 hour	3
Self-study	S 2.1c Making Learning 'Stick'	1 hour	3
Self-study	S 2.1d Improving Learning Through Sequencing and Scaffolding	1 hour	3
Self-study	S 2.1e Ensuring Every Child Succeeds	1 hour 30 minutes	4
Self-study	S 2.1f Effectively Grouping Pupils	1 hour	3
Self-study	S 2.1g Working Effectively With Other Colleagues	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQLT Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 2.1	1 hour	3
	Recorded webinar 2.2	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	41

NPQ Leading Teaching (NPQLT) Block 3			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 3	40 minutes	2
Self-study	Video Introduction to Block 3	5 minutes	1
Self-study	S 3.1a Understanding your subject	1 hour	3
Self-study	S 3.1b Sequencing the curriculum to support learning	1 hour 20 minutes	4
Self-study	S 3.1c All teachers are teachers of literacy	1 hour 30 minutes	4
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQLT Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 3.1 (2 versions to choose from: one for primary, one for secondary)	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	27

NPQ Leading Teaching (NPQLT) Block 4			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 4	40 minutes	2
Self-study	Video Introduction to Block 4	5 minutes	1
Self-study	S 4.1a The importance of effective teaching and encouraging pupils to think hard	1 hour	3
Self-study	S 4.1b Introducing material in small steps, modelling and scaffolding learning	1 hour	3
Self-study	S 4.1c Questioning and high-quality classroom discussion	1 hour	3
Self-study	S 4.1d Practice makes perfect	1 hour	3
Self-study	S 4.1e Grouping pupils	1 hour	3
Self-study	S 4.1f The purpose and value of assessment	45 minutes	2
Self-study	S 4.1g Feedback	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Recorded webinars	Recorded webinar 4.1	1 hour	3
	Recorded webinar 4.2	1 hour	3
	Recorded webinar 4.3	1 hour	3
	Recorded webinar 4.4	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	38

NPQ Leading Teaching (NPQLT) Block 5			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 5	40 minutes	2
Self-study	Video Introduction to Block 5	5 minutes	1
Self-study	S 5.1a An overview of effective implementation	1 hour	3
Self-study	S 5.1b Developing a culture that supports implementation	1 hour	3
Self-study	S 5.1c Exploring priorities and choosing approaches	1 hour	3
Self-study	S 5.1d Preparing for change	1 hour	3
Self-study	S 5.1e Delivering change	1 hour	3
Self-study	S 5.1f Sustaining change	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQLT F2F Training Session	5 hours	15
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQLT Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
End-of-programme survey	Survey	20 minutes	1
		TOTAL	47

NPQ Leading Behaviour and Culture (NPQLBC) Block 1			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 1	40 minutes	2
Self-study	Video Introduction to Block 1	5 minutes	1
Self-study	S 1.1a The Importance of Teacher Quality in Raising Pupil Outcomes	1 hour	3
Self-study	S 1.1b The Characteristics of Effective Teaching	1 hour	3
Self-study	S 1.1c Good Practice in Teacher PD	1 hour	3
Self-study	S 1.1d Understanding and Applying Best Evidence in Teacher Professional Development	1 hour	3
Self-study	S 1.1e Theories of Change	1 hour 15 minutes	3
Self-study	S 1.1f Coaching and Mentoring Teaching Colleagues	1 hour 15 minutes	3
Self-study	S 1.1g Understanding and Making Use of Existing Frameworks	1 hour 15 minutes	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQLBC F2F Training Session	5 hours	15
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQLBC Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
End-of-block survey	Survey	5 minutes	1
		TOTAL	50

NPQ Leading Behaviour and Culture (NPQLBC) Block 2			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 2	40 minutes	2
Self-study	Video Introduction to Block 2	5 minutes	1
Self-study	S 2.1a The importance of high expectations	1 hour	3
Self-study	S 2.1b Developing a positive, predictable and safe environment for pupils	1 hour	3
Self-study	S 2.1c Developing a supportive environment – rules and routines	1 hour	3
Self-study	S 2.1d Understanding pupils by engaging with families and colleagues	1 hour	3
Self-study	S 2.1e Motivating pupils and setting them up for success	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQLBC Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 2.1	1 hour	3
	Recorded webinar 2.2	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	34

NPQ Leading Behaviour and Culture (NPQLBC) Block 3			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 3	40 minutes	2
Self-study	Video Introduction to Block 3	5 minutes	1
Self-study	S 3.1a Whole-school policy and practice	1 hour	3
Self-study	S 3.1b Developing positive relationships with pupils	1 hour	3
Self-study	S 3.1c Setting up for success	1 hour	3
Self-study	S 3.1d Working in partnership with parents and carers	1 hour	3
Self-study	Micro Implementation Tasks	Flexible	2
Training event	NPQLBC Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 3.1	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	28

NPQ Leading Behaviour and Culture (NPQLBC) Block 4			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 4	40 minutes	2
Self-study	Video Introduction to Block 4	5 minutes	1
Self-study	S 4.1a Understanding what influences pupil behaviour	1 hour	3
Self-study	S 4.1b Intensive support	1 hour	3
Self-study	S 4.1c Preventing and dealing with bullying	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Recorded webinars	Recorded webinar 4.1	1 hour	3
	Recorded webinar 4.2	1 hour	3
	Recorded webinar 4.3	1 hour	3
	Recorded webinar 4.4	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	27

NPQ Leading Behaviour and Culture (NPQLBC) Block 5			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 5	40 minutes	2
Self-study	Video Introduction to Block 5	5 minutes	1
Self-study	S 5.1a Overview of effective implementation	1 hour	3
Self-study	S 5.1b Developing a culture that supports implementation	1 hour	3
Self-study	S 5.1c Exploring priorities and choosing approaches	1 hour	3
Self-study	S 5.1d Preparing for implementation	1 hour	3
Self-study	S 5.1e Delivering implementation	1 hour	3
Self-study	S 5.1f Sustaining and scaling implementation	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQLBC F2F Training Session	5 hours	15
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQLBC Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
End-of-programme survey	Survey	20 minutes	1
		TOTAL	47

NPQ Leading Literacy (NPQLL) Block 1			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 1	40 minutes	2
Self-study	Video Introduction to Block 1	5 minutes	1
Self-study	S 1.1a The importance of teacher quality in raising pupil outcomes	1 hour	3
Self-study	S 1.1b Supportive environments	1 hour	3
Self-study	S 1.1c Developing a culture that supports effective implementation	1 hour	3
Self-study	S 1.1d Theories of change	1 hour	3
Self-study	S 1.1e Coaching and mentoring colleagues	1 hour	3
Self-study	S 1.1f Understanding and making use of existing frameworks	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQLL F2F Training Session	5 hours	15
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQLL Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
End-of-block survey	Survey	5 minutes	1
		TOTAL	47

NPQ Leading Literacy (NPQLL) Block 2			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 2	40 minutes	2
Self-study	Video Introduction to Block 2	5 minutes	1
Self-study	S 2.1a The Importance of High Expectations	1 hour	3
Self-study	S 2.1b How Pupils Learn	1 hour	3
Self-study	S 2.1c Subject and Curriculum	1 hour	3
Self-study	S 2.1d Classroom Practice	1 hour	3
Self-study	S 2.1e Adaptive Teaching	1 hour	3
Self-study	S 2.1f Using Assessment Effectively	1 hour	3
Self-study	S 2.1g Managing Behaviour	1 hour	3
Self-study	S 2.1h Professional Standards	1 hour	3
Self-study	S 2.2a Developing Language Essential Knowledge for all Teachers	1 hour and 30 minutes	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Recorded webinars	TBC	TBC	TBC
End-of-block survey	Survey	5 minutes	1
		TOTAL	TBC

NPQ for Senior Leadership (NPQSL) Block 1			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 1	40 minutes	2
Self-study	Video Introduction to Block 1	5 minutes	1
Self-study	S 1.1a Developing a Supportive School Environment	1 hour	3
Self-study	S 1.1b Effective Professional Development	2 hours	6
Self-study	S 1.1c Making Use of Well-designed Frameworks	1 hour	3
Self-study	S 1.1d An Introduction to Implementation	1 hour	3
Self-study	S 1.1e Choosing the Right Initiatives	1 hour	3
Self-study	S 1.1f Preparing for Change	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQSL F2F Training Session	4 hours	12
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQSL Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 1.1	1 hour	3
	Recorded webinar 1.2	1 hour	3
End-of-block survey	Survey	5 minutes	1
TOTAL			53

NPQ for Senior Leadership (NPQSL) Block 2			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 2	40 minutes	2
Self-study	Video Introduction to Block 2	5 minutes	1
Self-study	S 2.1a The impact of high-quality teaching on pupils' life chances	1 hour	3
Self-study	S 2.1b Setting high expectations	1 hour	3
Self-study	S 2.1c Aligning staff with the school culture	1 hour	3
Self-study	S 2.1d Principles of managing behaviour	1 hour	3
Self-study	S 2.2a Whole-school culture and communication in practice	1 hour	3
Self-study	S 2.2b Aligning school staff with the school culture	45 mins	2
Self-study	S 2.2c Whole-school culture and routines	45 mins	2
Self-study	S 2.2d Promoting effective partnerships	45 mins	2
Self-study	Micro Implementation Tasks	Flexible	2
Training event	NPQSL F2F Training Session	4 hours	12
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQSL Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 2.1	1 hour	3
	Recorded webinar 2.2	1 hour	3
	Recorded webinar 2.3	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	56

NPQ for Senior Leadership (NPQSL) Block 3			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 3	40 minutes	2
Self-study	Video Introduction to Block 3	5 minutes	1
Self-study	S 3.1a Revisiting implementation – the deliver phase	1 hour 30 minutes	5
Self-study	S 3.1b The importance of curriculum	1 hour 30 minutes	5
Self-study	S 3.1c Every teacher is a teacher of literacy	1 hour 30 minutes	5
Self-study	S 3.1d The purpose and value of assessment	1 hour 30 minutes	5
Self-study	S 3.1e Feedback	1 hour 30 minutes	5
Self-study	S 3.2a Safety and safeguarding	1 hour 15 minutes	4
Self-study	S 3.2b Resource management	1 hour 15 minutes	4
Self-study	S 3.2c Governance	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQSL F2F Training Session	4 hours	12
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQSL Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 3.1	1 hour	3
	Recorded webinar 3.2	1 hour	3
	Recorded webinar 3.3	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	71

NPQ for Senior Leadership (NPQSL) Block 4			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 4	40 minutes	2
Self-study	Video Introduction to Block 4	5 minutes	1
Self-study	S 4.1a The Role of Memory	1 hour	3
Self-study	S 4.1b The Role of Prior Knowledge	1 hour	3
Self-study	S 4.1c Making Learning Stick	1 hour	3
Self-study	S 4.1d Sequencing for Success	1 hour	3
Self-study	S 4.1e Modelling and Scaffolding	1 hour	3
Self-study	S 4.1f Questioning and Classroom Talk	1 hour	3
Self-study	S 4.1g Grouping Pupils	1 hour	3
Self-study	S 4.2a Adapting Teaching for All	1 hour	3
Self-study	S 4.2b Supporting Pupils with SEND	1 hour	3
Self-study	S 4.2c Working Effectively with Colleagues	1 hour	3
Self-study	S 4.3 An Introduction to Sustaining Implementation	1 hour	3
Training event	NPQSL F2F Training Session	4 hours	12
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQSL Live Webinar 4.1	2 hours	6
	NPQSL Live Webinar 4.2	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 4.1	1 hour	3
	Recorded webinar 4.2	1 hour	3
End-of-programme survey	Survey	20 minutes	1
		TOTAL	69

NPQ for Headship (NPQH) Block 1			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 1	40 minutes	2
Self-study	Video Introduction to Block 1	5 minutes	1
Self-study	S 1.1a Leading Improvement as a Headteacher – Understanding Implementation	1 hour	3
Self-study	S 1.1b Understanding the Evidence – High-quality PD and Frameworks	1 hour	3
Self-study	S 1.1c Leading Improvement as a Headteacher – Creating a Supportive Climate	1 hour	3
Self-study	S 1.1d Leading Improvement as a Headteacher – Identifying Priorities	1 hour	3
Self-study	S 1.1e Leading Improvement as a Headteacher – Theory of Change	1 hour	3
Self-study	S 1.1f Leading Improvement as a Headteacher – Developing Staff Capacity	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQH F2F Training Session	4 hours	12
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQH Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 1.1	1 hour	3
	Recorded webinar 1.2	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	50

NPQ for Headship (NPQH) Block 2			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 2	40 minutes	2
Self-study	Video Introduction to Block 2	5 minutes	1
Self-study	S 2.1a Leading high-quality teaching across school	1 hour	3
Self-study	S 2.1b Leading culture/behaviour across the school – high expectations	1 hour	3
Self-study	S 2.1c Leading culture/behaviour across the school – Pupil motivation and behaviour	1 hour 15 minutes	4
Self-study	S 2.1d Leading culture/behaviour – Building staff alignment	1 hour	3
Self-study	S 2.2a Setting behaviour policy and building buy-in and alignment	1 hour 20 minutes	4
Self-study	S 2.2b Supporting staff to deal with bullying	1 hour	3
Self-study	S 2.2c Establishing effective partnerships with parents	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQH F2F Training Session	4 hours	12
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQH Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 2.1	1 hour	3
	Recorded webinar 2.2	1 hour	3
	Recorded webinar 2.3	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	58

NPQ for Headship (NPQH) Block 3			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 3	40 minutes	2
Self-study	Video Introduction to Block 3	5 minutes	1
Self-study	S 3.1a Revisiting implementation – the deliver phase	1 hour 30 minutes	5
Self-study	S 3.1b The importance of curriculum	1 hour 30 minutes	5
Self-study	S 3.1c Every teacher is a teacher of literacy	1 hour 30 minutes	5
Self-study	S 3.1d The purpose and value of assessment	1 hour 30 minutes	5
Self-study	S 3.1e Feedback	1 hour 30 minutes	5
Self-study	S 3.2a Safety and safeguarding	1 hour 15 minutes	4
Self-study	S 3.2b Resource management	1 hour 15 minutes	4
Self-study	S 3.2c Governance	1 hour	3
Self-study	Micro Implementation Tasks	Flexible	2
Training event	NPQH F2F Training Session	4 hours	12
Event survey	F2F Training Session Survey	5 minutes	1
Training event	NPQH Live Webinar	2 hours	6
Event survey	F2F Training Sessions Survey	5 minutes	1
Recorded webinars	Recorded webinar 3.1	1 hour	3
	Recorded webinar 3.2	1 hour	3
	Recorded webinar 3.3	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	71

NPQ for Headship (NPQH) Block 4			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 4	40 minutes	2
Self-study	Video Introduction to Block 4	5 minutes	1
Self-study	S 4.1a The Role of Memory	40 minutes	2
Self-study	S 4.1b The Role of Prior Knowledge	40 minutes	2
Self-study	S 4.1c Making Learning Stick	40 minutes	2
Self-study	S 4.1d Sequencing for Success	40 minutes	2
Self-study	S 4.1e Modelling and Scaffolding	1 hour 30 minutes	5
Self-study	S 4.2a Adapting Teaching for All	1 hour	3
Self-study	S 4.2b Supporting Pupils with SEND	1 hour	3
Self-study	S 4.3 Sustaining School Improvement	1 hour	3
Training event	NPQH F2F Training Session	4 hours	12
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQH Live Webinar 4.1	2 hours	6
	NPQH Live Webinar 4.2	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 4.1	1 hour	3
	Recorded webinar 4.2	1 hour	3
End-of-programme survey	Survey	20 minutes	1
		TOTAL	58

NPQ for Early Years Leadership (NPQEYL) Block 1			
Component	Title	Duration	Credit(s)
Self-study	Diagnostic Assessment for Block 1	15 minutes	1
Self-study	Video Introduction to Block 1	5 minutes	1
Self-study	S 1.1a Understanding implementation	1 hour	3
Self-study	S 1.1b High-quality professional development	1 hour	3
Self-study	S 1.1c Creating a supportive environment	1 hour	3
Self-study	S 1.1d Identifying priorities	1 hour	3
Self-study	S 1.1e Theory of change	1 hour	3
Self-study	S 1.1f Staff capacity	1 hour	3
Self-study	Micro Implementation Tasks (MITs)	Flexible	2
Training event	NPQEYL F2F Training Session	4 hours	12
Event survey	F2F Training Sessions Survey	5 minutes	1
Training event	NPQEYL Live Webinar	2 hours	6
Event survey	Live Webinars Survey	5 minutes	1
Recorded webinars	Recorded webinar 1.1	1 hour	3
	Recorded webinar 1.2	1 hour	3
End-of-block survey	Survey	5 minutes	1
		TOTAL	49