



National Professional Qualification in Middle Leadership NPQML

Cornwall Teaching Schools are collaborating with the Devon Teaching School Partnership to offer NPQML training in Cornwall from September 2020

“DTSP holds a very strong quality rating (94% compared to 78% nationally). Support for participants exceeds expectations, demonstrating exceptional performance 100% of participants would recommend this programme” Tribal QA report 2020

**“Engaging, personable trainers that have enabled my leadership confidence to grow”
“The coaching has ensured I’ve felt ‘known’ through the NPQ and that my personal leadership needs have been met” Participants 2019 & 2020**

This successful programme is for middle leaders who currently lead a small team within their school in addition to the NPQML curriculum the programme will support middle leaders in their own schools with a targeted coaching offer.

Throughout the programme Middle Leaders will address and progress in 7 core leadership behaviours: Commitment, Collaboration, Personal Drive, Resilience, Awareness, Integrity and Respect. They will achieve this through an improvement project that they will lead, to improve pupil progress and attainment and team capability.

The programme will begin in the Autumn term and will last 4 terms by which time they will have submitted for assessment a 4,500 word assignment which covers the initiation, implementation and evaluation of the project.

Key Features:

- Led by **experienced school leaders** who understand school improvement processes and the key part leadership plays
- **Inspirational trainers** who know how to develop key personal and professional skills
- **Excellent face to face leadership training days** aligned to a core theme of leading and managing a team through change
- Three, two-week **online courses**, and self-supported study by joining a professional online learning community
- Two **coaching sessions** provided within the ML’s school to explore their personal leadership and develop confidence
- A programme that seeks to develop the **internal motivations and character** of Middle Leaders
- **Development of personal coaching skills** through a coaching Triad
- **360 diagnostic** at start and end of programme
- 8 years’ experience of delivering high quality NPQ programmes.

Programme Details

Course Outline	Key Content Questions	Date
Pre-Course Preparation	<ul style="list-style-type: none"> What is my leadership like? What do I want it to be? 	
Module 1 Planning to Lead	<ul style="list-style-type: none"> What are effective leadership behaviours? What are the key processes of leading successful change? How can I succeed in leading my improvement project? 	1 F2F and 1 online course during the Autumn term 2020 in Newquay
Personal Coaching 1	<ul style="list-style-type: none"> 1:1 coaching provided within ML's school by one of the course facilitators to develop personal leadership skills 	January 2021 ML's School
Module 2 Leading your Team	<ul style="list-style-type: none"> How can I positively impact on the quality of teaching and learning? What are the key dynamics and levers of effective change? How do I implement my improvement project? 	1 F2F and 1 online course during the Spring term 2021 in Newquay
Module 3 Leadership Challenges	<ul style="list-style-type: none"> How do I increase the capability and quality of my team? Challenging conversations – how do I improve the performance of my team? 	1 F2F and 1 online course during the Summer term 2021 in Newquay
Personal Coaching 2	<ul style="list-style-type: none"> 1:1 coaching in ML's school to help prepare for final assessment and reflect on leadership changes 	June/July 2021 ML's school
Pre-Assessment Twilight	<ul style="list-style-type: none"> Support for Final Assessment Submission 	Autumn 2021

Programme facilitators



Heather Hanrott has been involved in primary education for over 35 years and taught in both inner city and rural schools, enjoying success in developing staff teams and guiding them to grow in confidence in their own leadership. As well as supporting senior leaders in a number of Devon schools through the school partnership programmes, Heather has been involved in the professional development of middle leaders through the NPQML training for six years now, assisting primary and secondary teachers to develop their own leadership style with confidence.



Sonya Herbert has been the Head at three primary schools in Cornwall. Sonya is an experienced trainer and is the Early Career Framework Lead and joint ITT lead for Kernow Learning which consists of 19 primary schools within Cornwall. In addition to this, Sonya has developed a successful and well established NQT induction programme for the KTSA. Sonya has coached and trains NQTs and those early in their career. She prides herself on supporting individuals not only with their professional development, but also with their mental health and well-being. Sonya coordinates the KTSA School Improvement Package which is currently accessed by 32 schools across Cornwall. Sonya has worked for Cornwall County Council as a Primary Consultant.

Cost: £1,100 including assessment. Schools who are within RI categories or within a Category 5 or 6 area may be entitled to a full scholarship. We have bursaries of £250 available to schools with 30% FSM or participants who are from a non-white British heritage. We also offer a £150 discount for schools with less than 150 pupils on roll. For further questions or to book contact Della Oliver by e-mail della.oliver@tarkatrust.org.uk or call us on 01271 443120

Application deadline Wednesday 14th October 2020