

Next Steps: Professional Development For Teachers After The NPQ in Senior Leadership

Introduction

Generate Teaching Hub is the DfE designated Teaching School Hub for all schools in Halton, Warrington and Wigan. Our mission is to connect teachers to the best professional development on offer throughout a teacher's whole career. The process of sourcing and accessing professional development is an ongoing one for all educators. Working in partnership with national providers (Best Practice Network and Teach First) we coordinate the delivery of National Professional Qualifications (NPQs) in local cohorts, led by local leaders.

Purpose of the Briefing

When a teaching leader completes the NPQ in Senior Leadership they have focused on developing skills and knowledge in one of four areas:

- Ethical principles & Leadership Behaviours
- Leading Culture & Ethos
- Leading Teaching
- Leading Organisational Effectiveness

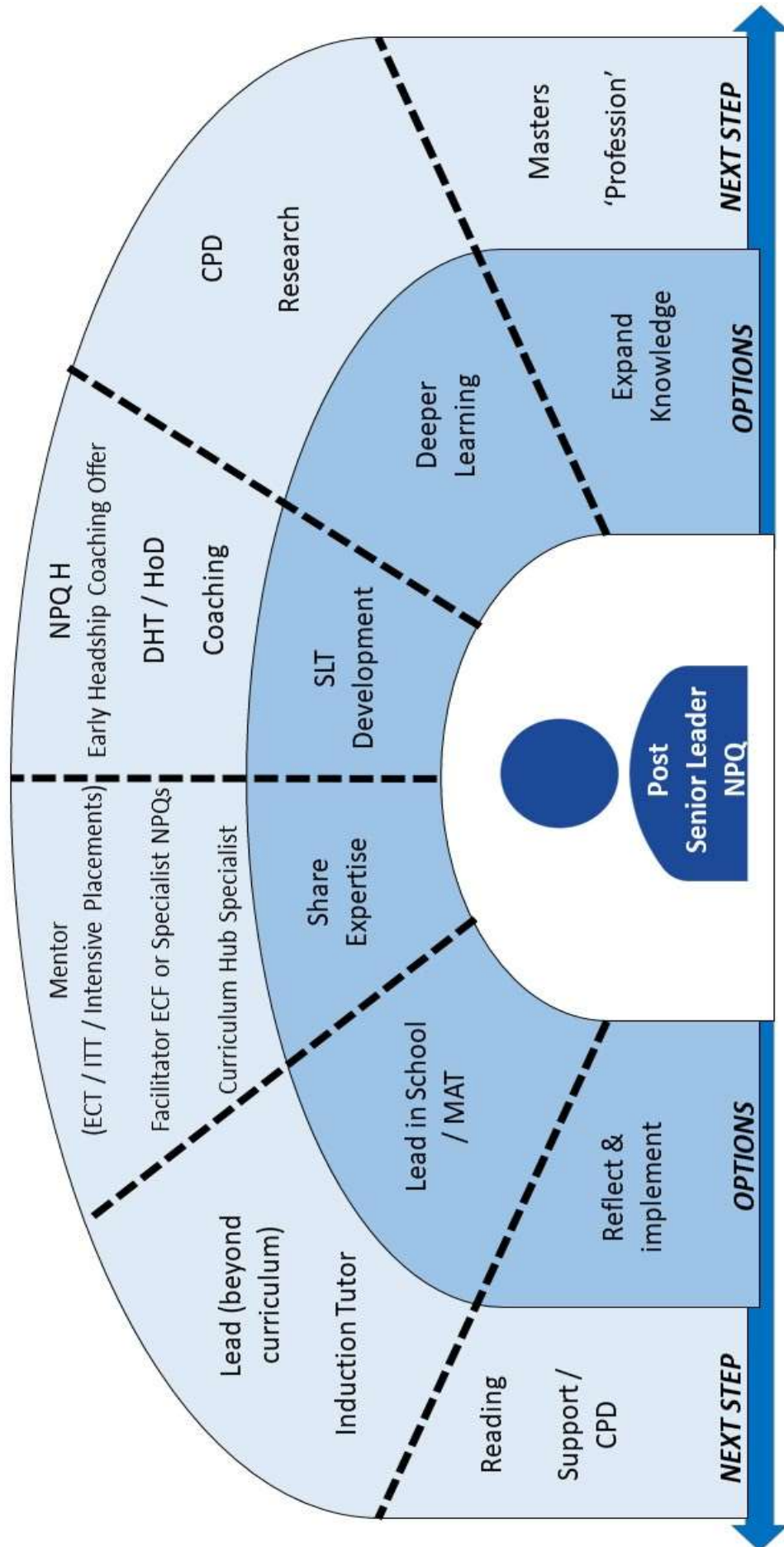


After investing 21 months in this professional development, it is important a teaching leader is supported to seek the next steps in their career journey. Under the reformed NPQs there are now more options for teachers and school leaders to pursue.

Development Options

We have identified 6 routes that a teaching leader can explore after completing a Senior Leadership NPQ. Using the familiar language of the [Education Endowment Foundation's implementation framework](#), we have produced this briefing to assist a teaching leader in *exploring* their needs and then *preparing* a plan for their next steps.

The diagram overleaf shows the 6 options. The text afterwards explains each of the options in more detail and provides links to sources of information.



A Choice of Next Steps

Option 1: Reflect and Implement

When a teaching leader completes a professional development programme taking time to apply the learning gained from it in their practice and continuing to refine their professional craft is important. Do they have a suitably experienced line manager or colleague who is supporting them in their professional development? If so, they can make a plan for implementing their learning in the classroom and reflecting on its value. Further targeted CPD could be relevant to extend specific knowledge and skills. Independent reading and sourcing of literature is an important ongoing habit to develop. Both the [NPQ Frameworks](#) in Senior Leadership and Headship provide an extensive, relevant reading list to explore.

Option 2: Lead in a MAT / School

By completing a NPQ in Senior Leadership they know have knowledge and insight on a wide range of teaching practices or topics such as the school culture. This opens the opportunity to share the learning with colleagues in their school or Trust by leading internal training. The next step might be to request an opportunity from the Headteacher to take a leadership role that is beyond curriculum For example, as an Induction Tutor coordinating the development of Early Career Teachers, appointing / supporting mentors and liaising with an Appropriate Body service.

Option 3: Share Expertise

A teaching leader can further advance their own professional development by sharing their expertise across the school system. There are a number of opportunities for trained teaching leaders to fulfil systems leader type role (what used to be referred to as a Senior Leader in Education or SLE) including:

- Being a mentor to [Trainee Teachers](#) or [Early Career Teachers](#). For this a teacher will be further trained and supported by a DfE accredited provider, e.g. in how to conduct instructional coaching. The new requirements for Intensive Placements (from 2024) for Trainee teachers will also provide opportunities for a blend of mentoring or training.
- Facilitating on the [Early Career Framework](#) delivering seminars to Early Career Teachers and / or Mentors. This will involve delivering pre-prepared course material and undergoing peer led facilitator training.
- Facilitating a [specialist NPQ](#). Accredited providers offer a pre-prepared course with training for facilitators meaning a teaching leader can move from being a participant to facilitator for a Specialist or the Senior Leadership NPQs.
- [Curriculum Hubs](#) are seeking specialist teachers who can be trained in their programmes and provide support to schools in a variety of topics, e.g., Maths, English, Science, Computing, Music and Languages.

These roles may also provide staff release income back to their school. Contact Generate Teaching Hub to find out about current and future [professional development roles](#).

Option 4: SLT Development

A teaching leader may have intentions to progress through senior leadership to Deputy or Headship roles. If this is the case the next step could be to enrol on a [NPQ in Headship](#). This programme takes 18 months plus the final assessment. Applicants new to headship may be eligible access the optional [Early Headship Coaching Offer](#) alongside their NPQ. All NPQs start in the Autumn and Spring terms every year and applications can be made early and will need a school sponsor. NPQs are expected to remain fully funded for state school teachers until 2025. Within a school or MAT opportunities to coach other staff or coordinate plans may provide a route to further SLT experience.

Option 5: Deeper Learning

After completing a Senior Leadership NPQ it may be right for a teaching leader to deepen their knowledge of complementary or connected topics. A teaching leader could:

- Attend further [CPD](#), whether accredited or not, in a key topic. Look for [DfE funded programmes](#), follow Generate Teaching Hub on [social media](#) and enrol on our half termly mailing list to receive up to date information.
- Engage the national network of [Research Schools](#), who offer resources and opportunities for teaching leaders to gather and / or benefit from evidence based research. We have 3 Research Schools in our Hub area. In particular, each research school appoints Evidence Leads in Education who are trained to support schools in accessing the latest research.



Option 6: Expanding Knowledge

Professional development can involve more in-depth study and this can be done through a teaching leader's school or accessed independently. This next step would involve a longer time commitment and could include:

- Enrolling on a Master's degree at University. [Liverpool Hope University](#) can assess and then award accredited prior learning to teaching leaders who have completed NPQs shortening the process of completing a Master degree (and also lowering the cost).
- Professional bodies - such as the [Chartered College of Teaching](#) - provide professional recognition of a teaching through their memberships.

Finally, the 6 next steps above are not exclusive; they can interconnect with one another. A teaching leader might choose to pursue more than one option dependent upon their professional and personal context.

To find out more those interested should contact their line manager to discuss options, and they can also contact the team at Generate Teaching Hub to find out the latest information and details on taking the next steps in their professional development.