

Next Steps: Professional Development For Teachers After A Specialist NPQ

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 teacher completes a specialist NPQ they have focused on developing skills and knowledge in one of four programmes:

- Leading Teaching
- Leading Teacher Development
- Leading Behaviour and Culture
- Leading Literacy

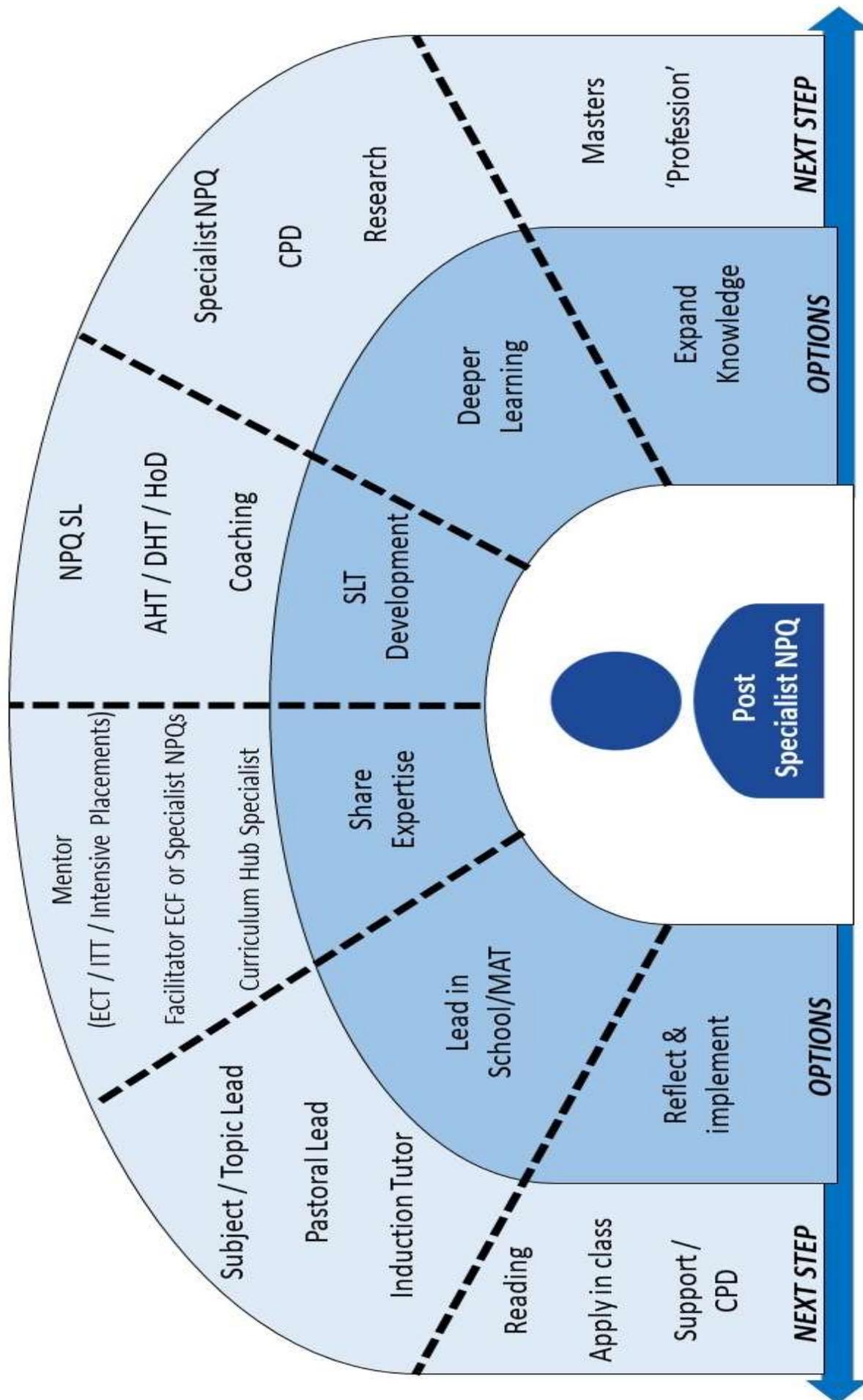
After investing more than a year in this professional development it is important a teacher is supported to seek the next steps in their career journey. Under the reformed NPQs there are now more options for teachers to pursue.



Development Options

We have identified 6 routes that a teacher can explore after completing a specialist NPQ. Using the familiar language of the [Education Endowment Foundation's implementation framework](#), we have produced this briefing to assist a teacher 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 teacher 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. Does the teacher have a 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.

Option 2: Lead in a MAT / School

By completing a specialist NPQ the teacher has focused on a specific area of teaching practice or school culture. This opens the opportunity to share the learning with colleagues in their school or Trust. The next step might be to request an opportunity to lead a topic, subject or pastoral, and then be able to cascade their learning to colleagues. For example, with the NPQ in Leading Teacher Development, a next natural role is to be an Induction Tutor responsible for supporting and registering Early Career Teachers on their professional development.

Option 3: Share Expertise

A teacher with specialist knowledge can further advance their own professional development by sharing that expertise across the school system. There are a number of opportunities for trained teachers 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 teacher can move from being a participant to facilitator for their specialist area.
- [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 the teacher's school. Contact Generate Teaching Hub to find out about current and future [professional development roles](#).

Option 4: SLT Development

A teacher may have intentions to progress to senior leadership roles and responsibilities. If this is the case the next step could be to enrol on a [NPQ in Senior Leadership](#). This takes 18

months plus the final assessment and is the qualification that prepares teachers for a role such as a Head of Department, Assistant or Deputy Headteacher. 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 specialist NPQ it may be right for a teacher to deepen their knowledge of complementary or connected topics. A teacher could:

- Enrol on [another specialist NPQ](#), as these can be completed consecutively in any order. Early Years teachers may be eligible for the [NPQ in Early Years Leadership](#). All NPQs start in Autumn and Spring 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 2024.
- Attend [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.
- The national network of [Research Schools](#) offers resources and opportunities for teachers to gather and 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 teacher'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 teachers 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 teacher might choose to pursue more than one option dependent upon their professional and personal context.

To find out more a teacher 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.