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## National Professional Qualification in Middle Leadership NPQML - Cornwall

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Cornwall Teaching Schools are collaborating with the Devon Teaching School Partnership to offer NPQML training in Cornwall from September 2019

**“DTSP holds a very strong quality rating (94% compared to 78% nationally).  
100% of participants would recommend this programme” Tribal QA report 2019**

**“Engaging, personable trainers that have enabled my leadership confidence to grow” Participant 2019**

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 the 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

**Cost: £1,100** including assessment. 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 Sam Lawton at [slawton@dpscitt.ac.uk](mailto:slawton@dpscitt.ac.uk) or call us on 01392 790 164.

Application deadline Monday 23<sup>rd</sup> September 2019

## Programme Details

Course Outline	Key Content Questions	Date
Pre-Course Preparation	<ul style="list-style-type: none"> <li>What is my leadership like? What do I want it to be?</li> </ul>	
<b>Module 1</b> <b>Planning to Lead</b>	<ul style="list-style-type: none"> <li>What are effective leadership behaviours?</li> <li>What are the key processes of leading successful change?</li> <li>How can I succeed in leading my improvement project?</li> </ul>	1 F2F and 1 online course during the Autumn term 2019 in Cornwall
Personal Coaching 1	<ul style="list-style-type: none"> <li>1:1 coaching provided within ML's school by one of the course facilitators to develop personal leadership skills</li> </ul>	January 2020 ML's School
<b>Module 2</b> <b>Leading your Team</b>	<ul style="list-style-type: none"> <li>How can I positively impact on the quality of teaching and learning?</li> <li>What are the key dynamics and levers of effective change?</li> <li>How do I implement my improvement project?</li> </ul>	1 F2F and 1 online course during the Spring term 2020 in Cornwall
<b>Module 3</b> <b>Leadership Challenges</b>	<ul style="list-style-type: none"> <li>How do I increase the capability and quality of my team?</li> <li>Challenging conversations – how do I improve the performance of my team?</li> </ul>	1 F2F and 1 online course during the Summer term 2020 in Cornwall
Personal Coaching 2	<ul style="list-style-type: none"> <li>1:1 coaching in ML's school to help prepare for final assessment and reflect on leadership changes</li> </ul>	June/July 2020 ML's school
Pre-Assessment Twilight	<ul style="list-style-type: none"> <li>Support for Final Assessment Submission</li> </ul>	Autumn 2020

## 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.



**Melanie Smallwood** is passionate about developing people. She is a Headteacher and a key leader in the development of networks through her trust and learning community, helping subject leaders to work together in order to have a powerful impact across a group of schools. She believes that collaboration is a key driver for school improvement and for personal development. Her skills in supporting, coaching and mentoring teachers and leaders have also grown from her commitment to Initial Teacher Training with DPSCITT for over ten years.



**Steve Hitchcock** has been a Headteacher for the last ten years, taking on two schools in very different and challenging circumstances. His role in leadership came about after working in two 'Outstanding' schools and winning a 'Teacher of the Year Award'. School culture and ethos is very important to Steve. He is passionate about developing staff to enable them to become effective reflective practitioners, particularly using coaching techniques. Working with leaders, Steve is keen to give them the theory and tools to enable them to become effective and confident.