Paul Tatum – NPQSL Overview

The NPQSL is a training programme aimed at preparing middle leaders for the steps they will have to take in the next stage of their career. The qualification covers six content areas (learnt via online modules which should impart practice) highlighting knowledge and action a senior leader should be able to take as well as seven leadership behaviours (classroom learning) setting out how leaders can operate.

The main focus of the qualification is to lead a whole school improvement project and document the steps taken during this process – fitting into the six online learning modules. I have decided to align mine the school development target of ensuring value added progress for all children across KS2 in maths.

The preliminary step taken in this process was a walk round with Caroline Morgan across KS2 to make brief observations of classroom practice. The feedback was generally positive but it was observed that there were still some areas that needed addressing (those that were common across more than one class were addressed in a recent INSET). In conversation with Caroline afterwards it was decided to use a coaching and mentoring approach to address any other needs: change has more impetuous when being driven by the individual.

The next step I took was to spend an afternoon rolling out the coaching and mentoring programme across Y3 and Y4. This was a conversation with the teachers to find out where they thought they were with their classroom practice and their class and where they'd like to be – SMART steps and targets will be drawn down from these conversations. The whole process is cyclical so we will next review how the staff are going with their targets and then either sets new ones based on their forward journey or discuss blockages and difficulties with those agreed last time. In Summer Term I will roll the programme out to the 5/6 Team.

My next actions are to agree the targets and steps with the teachers in LKS2 with a follow up observations (possibly including Caroline Morgan) and conversations early in Spring 2. I will then review the process and introduce it into UKS2.