

NPQs – which level is right for you?

This document aims to support you, as a future NPQ programme member, and your headteacher in deciding which NPQ will best support you to become a stronger, more effective leader for your school.

At Teach First we have three NPQ-accredited School Leader programmes each designed with busy teachers in mind. Our programmes develop your skills, boost your confidence and offer you support that can strengthen leadership across your school. In this challenging time, we're adapting the learning and support you'll receive on the NPQ programmes to help your pupils and your school to emerge, rebuild and adapt.

Middle Leader Programme (NPQML)

Consider - do I meet the criteria below?

- I hold the role of a subject specialist or a year group lead but I am not yet experienced within this role AND/OR I have a solid understanding and experience within my own domain – pupil attainment, curriculum etc. and I am ready to take on a leadership role
- I have enough experience to be 'ready to' influence others and to lead others through a project, but I am not already experienced at this AND there is scope for me to work on a project which impacts pupil progress within my department or subject and increases the capability of others **in the team**

Could I confidently answer these questions?

- Are you a recently appointed subject or year group lead or think you are ready to step into leadership with a solid understanding of your domain?
- Do you have enough experience to be 'ready' to influence and lead others within a team?
- Are you able to lead a project within a team that impacts on pupil progress and team capability?

If, on evaluation you don't feel that you are ready just yet to take on the NPQML, please consider our Early Career Framework training (ECF); it may be that you could take on the NPQML in the 2nd year of ECF. Find more information here <https://www.teachfirst.org.uk/early-career-framework>.

Senior Leader Programme (NPQSL)

Consider - do I meet the criteria below?

- I hold the role of assistant headteacher/ deputy headteacher with responsibility for phase/subject but I'm ready to broaden my experience cross-school OR I'm an experienced middle leader who wants cross-school impact, I already have proven phase/subject impact within my sphere, and I'm ready to develop further
- There is scope for me to work on a project which impacts pupil progress or attainment and improves the efficiency and effectiveness of teaching and learning **across the school**

Could I confidently answer yes to these questions?

- Do you already hold a leadership position?
- Are you ready to broaden your impact?
- Are you able to lead a project that has impact across the school with the aim of increasing pupil progress or attainment and improving the efficiency and effectiveness of teaching and learning?

Headship Programme (NPQH)

Consider - do I meet the criteria below?

- I'm a deputy headteacher or assistant headteacher with significant experience (at least one or two years) across school (not phase) OR I've very recently been appointed to my first headship role
- There is scope for me to work on a change programme which impacts pupil progress or attainment at **a whole school level**

Could I confidently answer these questions?

- Are you a senior leader with experience? Or newly appointed to your first headship role?
- Are you able to lead on a school change programme that impacts on pupil attainment at whole school level?

If, on evaluation you feel that you are ready for a development beyond the NPQH please do consider our Headship First programme which offers coaching and mentoring for Head-teachers. Find more here; [in the Headship First programme guide.](#)