



Working in partnership with



NPQLBC Welcome Letter

Autumn 2023















Dear Participant,

Congratulations on being accepted on to our NPQLBC Programme. As we know, research tells us that leadership is second only to teaching in making a difference to outcomes for young people.

The programme you are embarking on will further enhance the contributions you can make to this.






The aim of this letter is to help you begin to familiarise yourself with the programme and to start feeling ready for the exciting challenges and opportunities ahead of you.

NPQLBC	Year 1						Time
Term's Theme	Theme 1		Theme 2		Theme 3		
National Seminar IDI	National Seminar 1  1.5 HRS		National Seminar 2  1.5 HRS		National Seminar 3  1.5 HRS		4.5 hours
Chapter focus for the half term	Chapter 1: Implementation	Chapter 2: School Culture	Chapter 3: Enabling Conditions for Good Behaviour	Chapter 4: Complex Behavioural Needs	Chapter 5: Teaching Practice	Chapter 6: Professional Development	
Asynchronous Independent Study Module A – 'Learn that...'	Module A • Unit 1 • Unit 2	Module A • Unit 1 • Unit 2	Module A • Unit 1 • Unit 2	Module A • Unit 1 • Unit 2	Module A • Unit 1 • Unit 2	Module A • Unit 1 • Unit 2	15–20 hours (Approx.)
Local Seminar Delivery Partners	Local Seminar 1  2 HRS <small>* First seminar in person</small>	Local Seminar 2  1.5 HRS	Local Seminar 3  1.5 HRS	Local Seminar 4  1.5 HRS	Local Seminar 5  1.5 HRS	Local Seminar 6  1.5 HRS	9.5 hours
Asynchronous Independent Study Module B – 'Learn how to...'	Module B • Unit 1 • Unit 2	Module B • Unit 1 • Unit 2	Module B • Unit 1 • Unit 2	Module B • Unit 1 • Unit 2	Module B • Unit 1 • Unit 2	Module B • Unit 1 • Unit 2	20 hours (Approx.)
Application of learning case study Preparation for the summative assessment		Case study task focusing on content from Chapters 1 and 2		Case study task focusing on content from Chapters 3 and 4		Case study task focusing on content from Chapters 5 and 6	4.5 hours
Local Workshop Delivery Partners		Local Workshop 1  4 HRS		Local Workshop 2  4 HRS		Local Workshop 3  4 HRS	12 hours

National Professional Qualification for Leading Behaviour and Culture (NPQLBC)

All NPQs in the suite have been carefully constructed with some key areas of learning in mind, and these are listed below:

KEY AREAS OF LEARNING

				
Effective communication and teamwork	Leadership clarity & team alignment	Change management & implementation	Professional learning & growth	Self management & awareness

Course structure and approach

The NPQLBC has *12 months* of study followed by an assessment period.

Our **flexible** study approach is underpinned by high quality, **web-based self-study** with plenty of **online discussion** with your peers and **support** from your course leader.

You will have heard from TDT when your national online seminar is, but you will also find the information about that, and the dates and venues of all other activities listed above in the attached calendar.

Key activities in these sessions will include:

Key Activities

					
Hold a mirror up to your current setting, studying how it works	Get a window into other types of schools – different phases, specialities, localities	Courses designed for participants from a variety of backgrounds & schools	Be properly prepared to deal with the most common real-life leadership challenges	Learn from detailed interviews with great leaders – not just what they do but how they think	Experience repeated opportunities to practise real change and implementation

Your facilitators will be:



Becca Franklin

rfr@northbromsgrove.worcs.sch.uk

Becca is the Behaviour and Attitudes Lead at North Bromsgrove High School, joining the school in September 2019. Becca graduated from Keele University with a dual honours undergraduate degree in Biology and Chemistry, and remained at Keele to study for her PGCE. Having taught in a school in Stoke-on-Trent for her NQT year, she relocated to Birmingham to continue her career. Becca always wanted to be a teacher, and particularly wanted to explore the pastoral remit of a teacher's role. The desire to have a positive impact in young people's lives, not just in the classroom, but in all aspects of their lives meant Becca relished all pastoral opportunities in the schools she's worked at. Becca graduated from the University of Buckingham in 2021, with a Masters in Inclusive Pastoral Leadership, having completed a thesis on Adverse Childhood Experiences (ACEs) scores and their uses in education. Becca is excited to be a facilitator on the NPQLBC, collaborating with like-minded colleagues in Worcestershire.



Rebecca Gordon

rebecca.gordon@studleystmarys.covmat.org

I am currently a serving headteacher in a local junior school. I have held a wide variety of different positions across a number of schools and have a real passion for behaviour and culture in all of the organisations that I have worked for. I am very much looking forward to facilitating on the NPQLBC. My approach is collaborative, inclusive and focussed on building effective relationships to ensure that all participants get the most out of the program. There are always many challenges facing educators but I truly believe that when behaviour and culture are put at the forefront of everything that we can make great strides with our children and schools allowing staff and children to flourish

Becca and Rebecca will be your first port of call with any queries relating to your NPQLBC if you have any further questions, please contact us.

Facilitators have completed extensive training so that they can support you in your programme. Asynchronous engagement in discussion boards will enable your facilitators to craft the sessions to suit your contexts, and to respond to questions you may have, using the materials provided by TDT.

This is such an exciting time for us in the profession – the suite of professional qualifications will enable us to question our own tacit knowledge and theories of action, so that we can make evidence-based decisions in our schools. The fundamentals of school improvement depend on the culture of improvement and strong relational trust that will ensue.

Expectations during sessions

1. Attendance at sessions is mandatory. This includes webinars and face-to-face sessions.
2. During face-to-face sessions, participants are expected to wear professional dress.
3. During webinars, participants are expected to have cameras on and be able to use a microphone. The sessions are interactive, and use break-out rooms to discuss provocations, and thus engagement via camera and microphone is essential.
4. This is your space to learn, and we would ask that you put aside all other environmental distractions and priorities to engage fully in the sessions.
5. Your participation and engagement are pre-requisites to enable you and your colleagues to optimise the learning opportunities. This will mean that your preparation, using the asynchronous materials, in advance, is key, and that you are ready to respectfully share your perspectives on these. The programme will endeavour to enable you to question your own theories of action, so that you might enhance decision making in your own setting and others that you might encounter.
6. Please ensure you wear the lanyard you are given upon arrival, at all times.

We hope this serves as a useful introduction to your qualification. On the next page, you will find details of the schedule, including the dates of the various elements of the programme, some of which are local sessions and other are national events. TDT will be organising the national events and you should await further information from them regarding these elements.

We are really looking forward to working with you. If you have any questions, please do not hesitate to get in touch, using the following email address: npq@shiresmat.org.uk



Rachel McGhie
NPQ Lead – Shires MAT
Studley High School



Donna Hodgson
NPQ Lead – Shires MAT
North Bromsgrove High
School

Delivery Session Name	Session Links	Date	Session Time	Location
National Seminar 1	Online	15/11/2024	15:30 – 17:00	Online
Local Seminar 1	Face to face	06/12/2024	09:30 – 11:30	NBHS
Local Seminar 2	Online	17/01/2024	15:30 – 17:00	Online
Face to face workshop 1	Face to face	05/02/2024	09:30 – 13:30	SHS
National Seminar 2	Online	07/03/2024	15:30 – 17:00	Online
Local Seminar 3	Online	20/03/2024	15:30 – 17:00	Online
Local Seminar 4	Online	09/05/2024	15:30 – 17:00	Online
Face to face workshop 2	Face to face	04/06/2024	09:30 – 13:30	NBHS
National Seminar 3	Online	10/06/2024	15:30 – 17:00	Online
Local Seminar 5	Online	02/07/2024	15:30 – 17:00	Online
Local Seminar 6	Online	09/09/2024	15:30 – 17:00	Online
Face to face workshop 3	Face to face	24/09/2024	12:30 – 16:30	SHS

FOR ALL **LOCAL SEMINAR ONLINE MEETINGS**: Meeting ID: 741 622 3528 - Passcode 09524

(SHS) Studley High School, Crooks Lane,
Studley, Warwickshire, B80 7QX
01527 852 478

(NBHS) North Bromsgrove High School,
School Drive, Stratford Road,
Bromsgrove,
Worcestershire, B60 1BA
01527 872 375

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