



Working in partnership with



NPQLBC Welcome Letter

Spring 2024















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:



Donna Hodgson

dho@northbromsgrove.worcs.sch.uk

Donna is the Pastoral Deputy Headteacher at North Bromsgrove High School. She is a graduate of St Mary's University (University of Surrey), which is based in Twickenham, where she studied History with English. Since and since joining North Bromsgrove, Mrs Hodgson has continued to develop her passion for pastoral care for our students and is now also a qualified Mental Health First Aider, a Trauma Informed Practitioner and is our Senior Mental Health Lead. Fostering a strong culture in behaviour for learning and pastoral care has been an exciting journey so far and now she is excited to oversee the Worcestershire NPQ programme as well as being a facilitator for the NPQLBC. She is looking forward to working collaboratively with colleagues and is enthused by the opportunity to support and guide them with high quality professional development, delivered by talented leaders in their field.



Rachael Russell

rrussell@yewtree.tgacademy.org.uk

Rachael trained as a teacher at the Institute of Education in London. Rachael is an Executive Principal with Tutor Grange Academy Trust and works predominantly with the primary team. Rachael has been a Head Teacher, leading a school from repetitive requires improvement to good in a short period of time whilst developing a staff team that has since secured sustained improvement. Rachael is an accredited SENCo with a particular interest in SEMH provision. Rachael supports schools outside of TGAT as an LLE and highly values collaborative working which has supported her own professional development.

Donna and Rachael 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

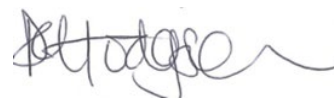
1. Attendance at sessions is mandatory. This includes webinars and face-to-face sessions.
2. During face-to-face sessions, participants are expected to wear professional dress.
3. During webinars, participants are expected to have cameras on and be able to use a microphone. The sessions are interactive, 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 | Wednesday 28 th February | 15:30 – 17:00 | Online |
| Local Seminar 1 | Face to face | Monday 18 th March | 9:30-11:30 | SHS |
| Local Seminar 2 | Online | Tuesday 30 th April | 9:30-11:00 | Online |
| Face to face workshop 1 | Face to face | Thursday 13 th June | 13:00-17:00 | NBHS |
| National Seminar 2 | Online | Thursday 20 th June | 15:30 – 17:00 | Online |
| Local Seminar 3 | Online | Wednesday 10 th July | 9:30-11:00 | Online |
| Local Seminar 4 | Online | Monday 30 th September | 9:30-11:00 | Online |
| Face to face workshop 2 | Face to face | Tuesday 22 nd October | 12:30-16:30 | SHS |
| National Seminar 3 | Online | Monday 11 th November | 15:30 – 17:00 | Online |
| Local Seminar 5 | Online | Tuesday 3 rd December | 9.30-11:00 | Online |
| Local Seminar 6 | Online | Wednesday 8 th January 2025 | 9.30-11:00 | Online |
| Face to face workshop 3 | Face to face | Monday 20 th January 2025 | 9.30-13.30 | NBHS |

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,
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Contact Us

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