



Level 3 for Middle Leaders - Components and Benefits for School Staff

Knowledge and Skills

- **Interpersonal Excellence** – managing staff and developing relationships across schools
 - Leading People: Understanding different leadership styles and skills.
 - Managing People: Understanding team management models and motivation techniques.
 - Building Relationships: Understanding approaches to building relationships.
 - Communication: Understanding different forms of communication.
- **School Performance** – delivering student outcomes
 - Operational Management: Understanding how school strategies are developed; learning skills to create team action plans and share workload.
 - Project Management: Understanding how to deliver school-based projects, including managing resources and identifying risks.
 - Finance: Understanding organisational governance and how to deliver value for money through budgeting and effective control.
- **Personal Effectiveness** – managing self
 - Self-Awareness: Developing skills in self-awareness and self-reflection.
 - Management of Self: Developing ability to create effective personal development plans using time management techniques.
 - Decision Making: Developing problem solving skills to improve decision making, including school performance data analysis.

Behaviours

- **Responsibility:** Developing resilience, accountability, and managing difficult situations.
- **Inclusive:** Being open, approachable, and trustworthy.
- **Agile:** Developing flexibility, creativity, and innovation skills.
- **Professionalism:** Being fair, consistent, impartial, open, and honest.

Assessment

- An independent End Point Assessment includes:
- A knowledge test using scenarios and questions.
 - A structured, competency based interview.
 - A portfolio of projects.
 - A face-to-face or Skype interview with an assessor.

Professional Recognition

The knowledge and skills developed as part of the Level 3 apprenticeship programme cover the six main content areas of The Middle Leadership (MPQML) qualification. Candidates may also choose to register as Associate Members with the Chartered Management Institute and/ or the Institute of Leadership and Management, to support their professional career development and progression.

National Professional Qualifications

The National Professional Qualifications (NPQs) are a group of three new courses for staff in education settings at all levels who want to develop their knowledge, skills and confidence to lead successfully. These courses offer participants the opportunity to gain the knowledge, skills and leadership behaviours they need to succeed, and to move ahead in their careers.

The National Professional Qualification for Middle Leadership (NPQML) are for those that are, or are aspiring to be, a middle leader with responsibility for leading a team.

Skills Training UK have mapped their School Leadership programme to the NPQ assessment criteria and will support learners as part of the leadership programme to be ready to start the National Professional Qualification for Middle Leadership upon completion of our programme which has already helped to drive significant quality improvements and cost savings in the schools we already work with.

There are six content areas that will be covered as part of our School Leadership programme which will prepare the individual for the NPQ which sets out what a leader should know or be able to do. The six content areas are common to each NPQ, but the knowledge and skills within them increases in sophistication, depth and breadth progressively through the NPQ levels.



The six content areas are:

- Strategy and improvement
- Teaching and curriculum excellence
- Leading with impact
- Working in partnership
- Managing resources and risks
- Increasing capability

The 7 leadership behaviours that you will have the opportunity to develop are:

- Commitment
- Collaboration
- Personal drive
- Resilience
- Awareness
- Integrity
- Respect

As part of our School Leadership Programme learners will complete a school improvement project within your team, lasting at least 2 terms, aimed at improving pupil progress and attainment and the capability of your team; this is mapped to the content areas and behaviours of the NPQML. For the NPQML, learners will also be required to submit a written account of the project to the provider for assessment, demonstrating how they have met the required standard. Skills Training UK will help support project design, implementation and evaluation where required.



School Leadership Training

Level 3 for Middle Leaders and NPQML

At Skills Training UK we go further in fully understanding what it is that our employer clients want to achieve from their training.

We have created bespoke School Leadership Training which maps the National Professional Qualifications (NPQs) and enables Schools and Multi-Academy Trusts to maximise return from their apprenticeship levy fund and other training budgets.



This school leadership apprenticeship training programme is aimed at aspiring or current middle leaders who have responsibility for a team – for example, subject leaders, key stage leaders, curriculum leaders, and heads of departments – who are seeking to develop their leadership and impact skills in challenging conditions, improve resource management to achieve leadership goals, and improve educational provision to enhance student outcomes, particularly reducing achievement gaps among disadvantaged children.

Professional Qualifications and Recognition

The training programme will empower staff to transform leadership practice, improve pupil outcomes, join a network of exceptional leaders, and advance their careers, using the same evidence-based skills and knowledge delivered in the government's new 'gold-standard' National Professional Qualifications (NPQs). These are outlined over the next two pages. In addition, candidates can select relevant units which lead to the CMI Level 3 Diploma in First Line Management.

School Commitment

Schools must be prepared to provide candidates with the opportunity to carry out work and be part of projects which will enable them to produce substantial evidence towards their qualification. In order to ensure the successful progression of the candidate, we request that schools participate in joint reviews of their progress at regular intervals throughout the apprenticeship. This ensures continued and positive progress throughout the apprenticeship. It will also provide the opportunity to discuss and agree how any issues are to be resolved and how additional stretching and challenging activities can be built in.

Duration

Typically this training programme will take 15 to 18 months to complete.

Training and Support from Skills Training UK

Candidates will have a dedicated trainer-assessor who will visit them at their school/workplace at least once per month in order to support their learning, development of competency, and generation of evidence. This will also be supported between visits by off-site information, advice, guidance, and academic progress support.

