



In-School Performance Coach

Scope of Role

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In-school performance coach

Scope of role

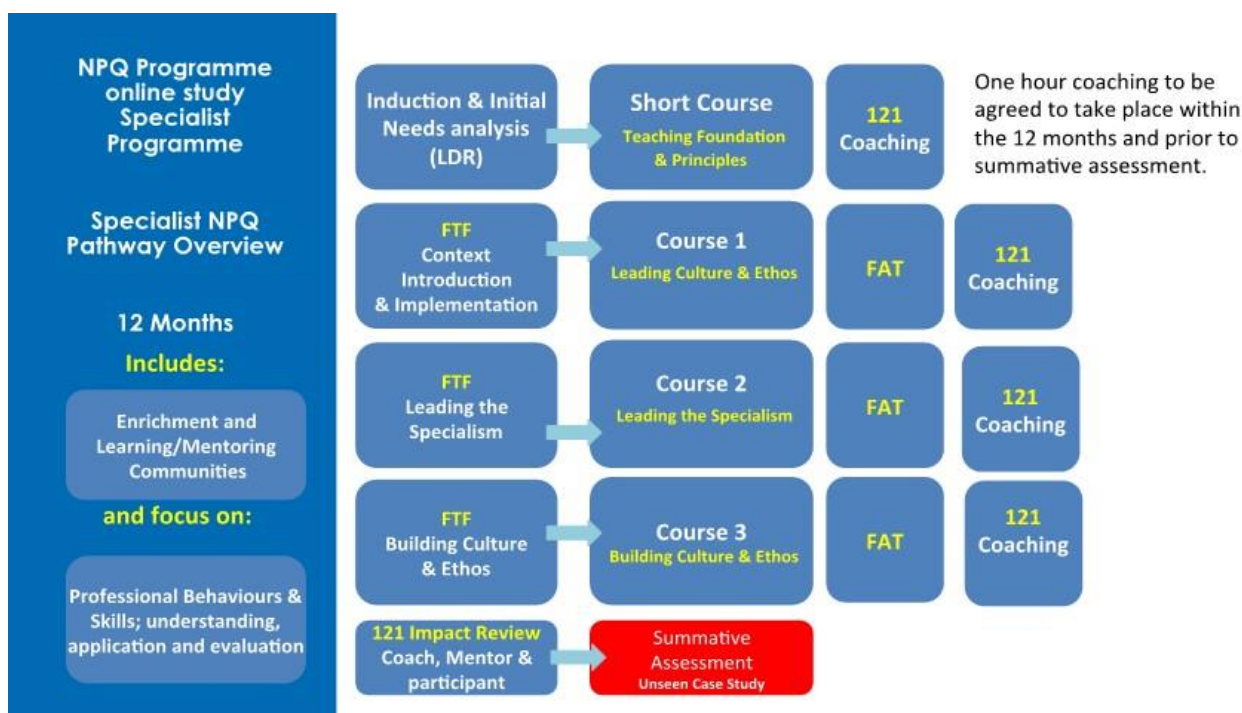
As an in-school performance coach, you will provide support to the participants from your school undertaking one of the specialist NPQs in setting specific goals to support their NPQ programme study, direction and learning development. This will include:

- Undertaking a minimum of 6 hours of in-school performance coaching throughout the 12-month development stage of the programme with your participant
- Providing quality, practice-focussed feedback which is linked to the three formative assessment tasks (further detail on these below) that challenge participant application and development of learning and expertise
- As part of the six hours coaching with the participant, you will support their refining of leadership goals through:
 - the effective use of the participant's leadership development record (LDR)
 - monitoring learning progress and involvement in an impact review at the end of the development stage with the participant and their online mentor
- Accessing both the recorded in-school performance coach briefing and recorded coach training. Both of these videos are available through the online dashboard.

Journey of an in-school performance coach

Induction

As part of the induction phase, the participant will complete a needs analysis/skills audit. The participant will rate their skills audit within their leadership development record (LDR), completing the "Teaching and Leadership Behaviour" sections. The participant will then complete a short course in Teaching. As their in-school performance coach, you will undertake a one-hour coach conversation about the participant's LDR, supporting decisions made about the rating of criteria and possible focus refinement for study. At this meeting you will agree with the participant where to potentially allocate the sixth hour of coaching.



Completion of formative assessment task (FAT) – online courses 1, 2 and 3

The participant will complete three online courses within their chosen NPQ:

- **NPQ Leading Behaviour & Culture:** Course 1: Behaviour and Culture – an Introduction; Course 2: Leading Behaviour Systems; Course 3: Building Culture & Ethos
- **NPQ Leading Teacher Development:** Course 1: Teacher Development – an Introduction; Course 2: Leading Professional Learning; Course 3: Building Culture & Ethos
- **NPQ Leading Teaching:** Course 1: Professional Learning – an Introduction; Course 2: Leading Teaching; Course 3: Building Culture & Ethos

Following completion of each of the above online courses, a one-hour coach conversation will take place to:

- Review and reflect with the participant about their FAT completion
- Respond to the participant's LDR and consider the leadership behaviours and skills applied, and progress made against initial goals set within their LDR, and analyse the connection with the programme "learn that" and "learn how to" statements, taken from the NPQ framework and identified in the LDR for the participant to rate

Participant will submit the outcomes of the FAT and LDR review to their online mentor.

Completion of development stage (after 12 months)

Following completion of the development stage of the programme, the participant, their online mentor and in-school performance coach will undertake the final coach-led conversation, focussing on the participant

and their impact review and evaluation of their learning progress made against the learning statements and goals within their leadership development record.

NPQ assessment

Throughout the programme, providers are required by the DfE to ensure participants undertake formative assessment tasks, and it is these activities, following a participant's online study, that form the focus for in-school performance coaching and participant dialogue, review and reflection. The outcomes of the six hours of one-to-one discussions will contribute to information gathering on participant progress and their practice-led focus on the formative assessment tasks they select to undertake. Outcomes of discussion will be captured in the participant's leadership development record.

To pass an NPQ and achieve the qualification, a participant must meet the following criteria:

- engage with 90% of the qualification programme
- at the end of the 12-month development stage, the participant will need to submit and pass one summative assessment. The summative assessment takes the form of an unseen case study. Participants will have an 8-day window to provide a written response of a maximum of 1,500 words.

Completion of formative assessment tasks (FATs) and performance coach sessions form part of the DfE 90% engagement requirement.

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