



TSC LWY ensures that all who serve in the regional school community are supported, valued and challenged to provide a rich and inclusive education for every child, via the work of effective system leaders creating a coherent self-improving, school led system.

## Regional Update: December 2020 (#6b 2020/21) System Leader Reform Timeline

### Introduction

This update focuses on the timeline for System Leader Reform.

Previous newsletters, attachments and other resources can be accessed at [lwytscl.org](http://lwytscl.org).

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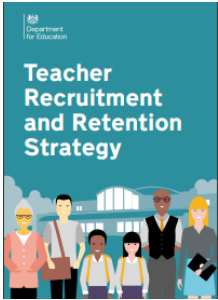

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Below is a timeline flow of documentation, links, communication and context to further aid understanding within the system around the current system leader reform – TSC LWY seek to connect you all to the communication from the system, policy direction and opportunities. We will continue to update and share the timeline.

Date	Comms	Link	Context
<p><a href="#">‘A vision for Teaching &amp; Learning in 2020’</a> has lead planning and developments since 2006.</p> <p>The DfE began to establish the next steps beyond this in January 2019.</p> <p>↓</p>			 <p><b>2020 Vision</b> Report of the Teaching and Learning in 2020 Review Group</p>
<p>Jan 2019</p> <p>↓</p>	<p><a href="#">Teacher Recruitment &amp; Retention Strategy launch</a></p>		<p><b>Chapter 1</b> Create the right climate for leaders to establish supportive school cultures.....</p> <p><b>Chapter 2</b> Transforming support for early career teachers.....</p> <p><b>Chapter 3</b> Support a career offer that remains attractive to teachers as their careers and lives develop.</p> <p><b>Chapter 4</b> Make it easier for great people to become teachers.....</p>
<p>Jan 2019</p> <p>↓</p> <p>Nov 2019</p> <p>↓</p>	<p>Advisory Group established</p> <p><a href="#">Advisory Group report released into system leader reforms</a></p>	 <p><b>National Leaders of Education (NLE) advisory group</b> Recommendations on NLE reform</p> <p>November 2019</p>	<p><b>Recommendation overview</b></p> <ul style="list-style-type: none"> <li>• <b>The role of NLEs</b> – should principally be to deliver school improvement on behalf of the department, with a primary focus on supporting schools that have received an RI judgement to become good or better</li> <li>• <b>Eligibility</b> – the current scope of eligible school leaders should be expanded to include strong leaders with a demonstrable record in school improvement, whether as a headteacher, MAT CEO or other leader accountable for school improvement across a MAT</li> <li>• <b>Selection</b> – a robust, multi-stage designation process should be established, which models the rigour of the School Resource Management Adviser (SRMA) accreditation process</li> <li>• <b>NLE standards</b> – to clearly set the department’s expectation of its designated NLEs there should be a set of NLE standards, which defines the expertise and abilities required for supporting weak schools and should include: i) professional credibility ii) problem solving and influencing and iii) capacity building and knowledge transfer.</li> <li>• <b>Training</b> – there should be a high-quality national training programme that ensures NLEs have the right and up-to-date knowledge to provide support to schools and ensures consistency across the cadre</li> </ul>



Feb  
2020

System Leader  
Reform  
letters:

[DfE to TSC](#)

[DfE to SLs](#)



Letter context ...Teaching School, NLE & NLG Future arrangements, changes and next steps:



25 February 2020

#### SYSTEM LEADERSHIP REFORMS

Dear

I am writing to you to advise you of announcements which the Government has made today concerning the future of system leadership.

As you will be aware, the Department set out its plans to carry out a wholesale review of the role of Teaching Schools (TS) and of existing system leader designations in the [Teacher Recruitment and Retention Strategy \(January 2019\)](#). We subsequently [announced in May 2019](#) that we would launch a test and learn phase of new Teaching School Hubs (TSH) with the intention to roll-out nationally in 2020/21. Following a competitive process, the first 6 Hubs [were announced in January](#). In parallel, the Department has been undertaking a review of National Leaders of Education (NLEs), aided by a panel of experienced practitioners.

#### Teaching Schools and Teaching School Hubs

We have announced today that we are beginning the first stage of the national roll-out of TSH. This will involve discussions with schools that are eligible to be designated as TSH. Eligibility criteria, which are largely unchanged from the test and learn phase, are attached. An announcement on a firm timetable and details of the designation process will follow later this year; however, I expect that designations will happen in the first part of the academic year 2020/21.

The Department recognises the valuable work which TS do, covering school-to-school support, continuing professional development and initial teacher training. We also recognise that you need as much notice as possible of our intentions so that you can have adequate time for planning. **I am, therefore, confirming today that the funding rates for TS applying in the current academic year will apply also for the whole of the academic year 2020/21.** I trust that this will provide you with the confidence to continue with your plans for the whole of the next academic year. We anticipate, however, that this will be the final year of funding for TS, and that existing TS designations will end in August 2021.

#### National Leaders of Education

The Department has, today, also published a [review report on NLEs](#) which we commissioned last year. The report from an external review panel, chaired by Ian Bauckham CBE, CEO, the Tenax Schools Trust, has been accepted in full by Ministers.

At the report's heart is a recognition that peer-to-peer support from highly effective school leaders is an immensely powerful tool for school improvement. In accepting the group's report and recommendations, Ministers are renewing their commitment to the work of NLEs and signalling their intention to invest more in them.

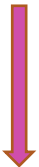

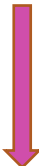

Reform to the present arrangements alongside new investment in the programme will take time. We will shortly be launching an exercise to select a professional body to partner with the Department to take this work forward. In the meantime, I want to thank all NLEs for the valuable work they do and to encourage you to continue that work.


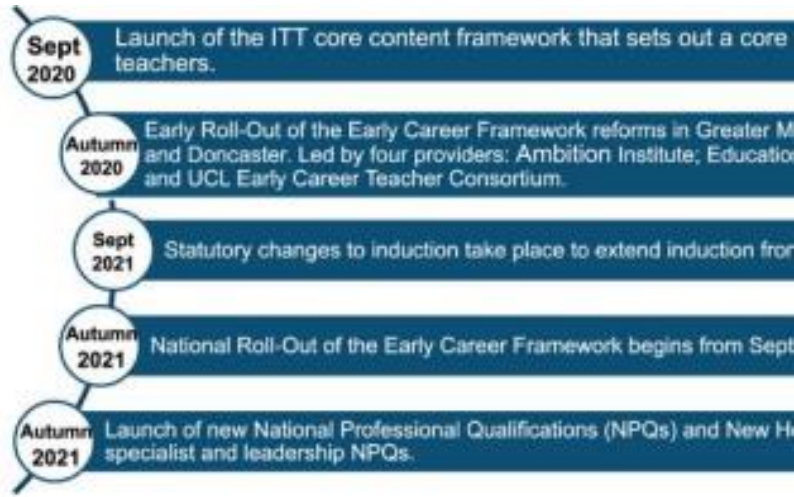
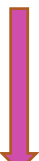
#### National Leaders of Governance

As part of our reform of system leadership, we have also announced today that we are reviewing the existing National Leaders of Governance (NLG) programme, to ensure that it is as effective and impactful as possible. We have appointed an expert group to provide advice to the department and anticipate publishing their recommendations this summer.

If you have any questions about this letter, please email [system.leaders@education.gov.uk](mailto:system.leaders@education.gov.uk)



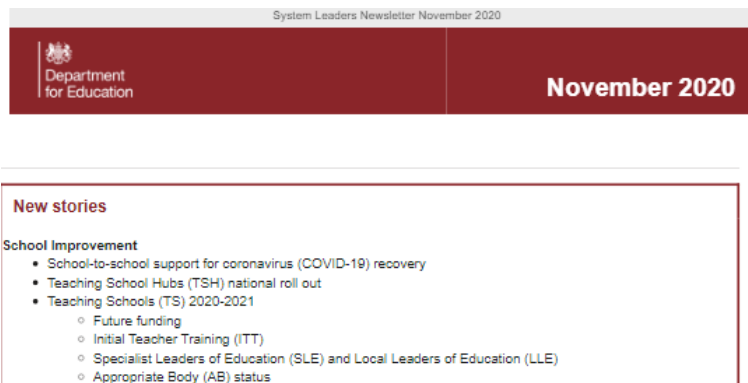
<p>Mar 2020 &amp; April 2020</p> 	<p>TSH roll out paused re COVID-19</p> <p>Letter to TSAs 30<sup>th</sup> March</p> <p>Referenced in <a href="#">LWY April #11 newsletter</a></p>	<div> <div>HEADLINE UPDATES</div> <div>COVID-19 Teaching School delivery and funding</div> <p>Sent to TSAs on 30 March 2020 at 14:09 from DfE:</p> <p>Separately, we have decided not to continue with our plans to roll out a national network of teaching school hubs for now. Our current plan is to delay this until September 2020, assuming that the disruption has ended by then. Ministers remain committed to reform and at this stage we don't anticipate this affecting the long-term September 2021 timeline we set out to you in February to implement Teaching School Hubs, but we will be in touch as this becomes clearer.</p> </div>	
<p>July 2020</p>  <p>Sept 2020</p> 	<p>New NPQs – PIN notice (procurement) &amp; NPQ LWY TSC reform update</p>	 <div> <div> Policy paper  <b>National professional qualifications (NPQs) reforms</b>  Updated 13 October 2020 </div> <div> <p><b>Reformed national professional qualifications</b></p> <p>From September 2021, a reformed suite of NPQs will be available for teachers and leaders who want to develop their knowledge and skills in school leadership and specialist areas of teaching practice. These reforms include:</p> <ul style="list-style-type: none"> <li>reforming the 3 existing NPQs in senior leadership, headship and executive leadership</li> <li>replacing the current NPQ in middle leadership with 3 new NPQs for teachers and leaders who want to develop their expertise in specialist areas of teaching practice</li> </ul> </div> </div>	<p><a href="#">LWY September 2020 newsletter #1</a></p> <p>Within our TSC newsletter as an update –</p> <div> <div>National Professional Qualifications (NPQs) Reforms</div> <p><b>DfE webpage link here</b></p> <p>The reformed suite of NPQs will help all teachers and leaders to continuously develop their knowledge and skills throughout their careers. From September 2021, reformed NPQs will be available.</p> <p>These reforms will include introducing:</p> <ul style="list-style-type: none"> <li>a qualification focused on the leadership of teaching (for teachers whose role may include responsibility for improving teaching practice in a subject or phase)</li> <li>a qualification focused on <u>behaviour</u> and culture (for teachers whose role may include responsibility for <u>behaviour</u> management and pupil wellbeing)</li> <li>a qualification focused on teacher development (for teachers whose role may include responsibility for supporting the training and development of others, including early career teachers)</li> <li>reformed leadership NPQs to ensure aspiring and serving school leaders have the specific knowledge and skills they need to carry out their roles</li> </ul> </div>

<p>July 2020</p> 	<p>Teaching School Hub relaunch and NPQ reforms</p> <p><a href="#">LWY TSC July newsletter# 16: Teaching School Hubs</a></p>	<div data-bbox="504 47 1294 539">  <p><b>Sept 2020</b> Launch of the ITT core content framework that sets out a core teachers.</p> <p><b>Autumn 2020</b> Early Roll-Out of the Early Career Framework reforms in Greater M and Doncaster. Led by four providers: Ambition Institute; Education and UCL Early Career Teacher Consortium.</p> <p><b>Sept 2021</b> Statutory changes to induction take place to extend induction from</p> <p><b>Autumn 2021</b> National Roll-Out of the Early Career Framework begins from Sept</p> <p><b>Autumn 2021</b> Launch of new National Professional Qualifications (NPQs) and New H specialist and leadership NPQs.</p> </div> <div data-bbox="1319 61 2491 504"> <p><b>HEADLINE UPDATES</b></p> <p><b>Teaching School Hubs: prior information notice (PIN)</b></p> <p>The DfE has published a Prior Information Notice (PIN) to notify the system of early market engagement the national roll-out of Teaching School Hubs (TSH). For interested applicants slide sets are available via <a href="#">this link</a>.</p> <p><b>Background:</b></p> <p>TSH were referred to in the <a href="#">DfE Recruitment and Retention strategy</a> in January 2019, where support 1 that they receive high quality training and development at every stage of their career – from Initial 1 through to leadership qualifications - was the key focus. Central to this programme are the ITT Core Cor roll-out of <a href="#">the Early Career Framework</a>, which sets out an entitlement to new, evidence-based support first three or more years of a teacher's career, as well as support for their mentors.</p> <p><b>At the heart of this new system will be Teaching School Hubs (TSH):</b></p> </div>
<p>Sept/Oct 2020</p> 	<p>TSH roll-out relaunched</p>	<p>September LWY TSC Newsletters: <a href="#">#1</a>, <a href="#">#2</a>, <a href="#">#3</a> and <a href="#">October Newsletter #4</a></p> <p><a href="#">DfE PIN notice</a> – for context and positioning within the Teacher Retention and Recruitment Strategy...</p> <div data-bbox="522 742 2007 873"> <p><b>Schools re-opening, CV19 recovery, School Improvement and System Leadership</b></p> <p>Teaching Schools Hubs - National Roll-Out and Procurement now underway</p> </div> <p><b>Procurement is now open for The National Teaching School Hub Programme <a href="#">here</a>.</b></p> <p>In the DfE's Recruitment and Retention strategy, January 2019, the DfE are committed to improving support for teachers, ensuring that they receive high quality training and development at every stage of their career - from Initial Teacher Training (ITT) through to leadership qualifications. Central to this programme are the ITT Core Content and the national roll-out of the Early Career Framework, which set out an entitlement to new, evidence-based support and training over the first 3 or more years of a teacher's career, as well as support for their mentors.</p> <p>At the heart of this new system will be Teaching School Hubs (TSH)...</p>

<p>Sept 2020</p> 	<p><a href="#">NLG advisory group report</a></p>	<h2>National Leaders of Governance (NLG) advisory group</h2> <h3>Recommendations on NLG reform</h3> <p>September 2020</p>	<h3>Recommendation overview</h3> <ul style="list-style-type: none"> <li>• <b>The role of NLGs</b> should be to deliver support to improve organisational governance, with a strong focus on schools and trusts where governance is an identified weakness.</li> <li>• <b>Payment</b> – NLGs should be paid to deliver governance improvement support on behalf of the DfE, removing the expectation that NLGs act on a voluntary basis.</li> <li>• <b>Eligibility</b> – eligibility should be extended to include experienced clerks and governance professionals with strong track records as well as chairs with experience of leading improvement, whose current governance role may not be in a school or trust with strong performance.</li> <li>• <b>NLG Standards</b> – there should be new NLG standards, which set clear expectations of NLGs and define the expertise required. The standards should include i) professional credibility, ii) problem solving and influencing and iii) capacity building and knowledge transfer.</li> </ul>
<p>Oct 2020</p> 	<p><a href="#">New Headteacher standards released</a></p>	<p><a href="#">LWY TSC Newsletter #4</a></p> <p><a href="#">New Headteacher Standards -</a></p> 	<div> <div>HEADLINE UPDATES</div> <div>Reformed NPQ Frameworks &amp; Revised Headteacher Standards</div> </div> <p>The DfE has published <a href="#">the reformed National Professional Qualification Frameworks</a> including the publication of 3 new NPQ qualifications in <u>Leading Behaviour and Culture</u>, <u>Leading Teacher Development</u> and <u>Leading Teaching</u>.</p> <p>The reformed National Professional Qualification (NPQs) frameworks were developed in consultation with an expert advisory group to draw on a range of experience from across the school system. The changes to NPQs build on the evidence base and expert advice already established in the <a href="#">new core content framework</a> for Initial Teacher Training and the <a href="#">Early Career Framework (ECF)</a>. These frameworks set out what participants should know and be able to do after completing an NPQ. Providers of NPQs will be expected to use these frameworks to design their course curricula.</p>

DfE System  
Leader  
newsletter

**From:** LEADERS, System  
<System.LEADERS@education.gov.uk>  
**Sent:** 12 November 2020 12:20  
**Subject:** [System Leaders Newsletter](#)



Nov 2020 - System Leader Newsletter – context ...

## Teaching School Hubs (TSH) national roll out

TSHs will be school-led centres of excellence for teacher and leadership training and development, focussing in particular on the Department's 'golden thread' of ITT, the Early Career Framework and National Professional Qualifications. The application round closed on 30 October 2020 and we received at least one application for each of the 81 hub areas across the country. We expect to announce the successful hubs late January 2021. For more information on the programme, you may watch [recordings](#) of the market warming sessions that took place in July 2020. [Special & Alternative Provision](#) and [Early Years](#) recordings also available.

**Future funding** - The Department has already committed to funding all TSs who wish to continue until the end of academic year 2020 to 2021, this means that we will release £26,666 to your school in the Autumn term and the final payment of £13,334 will be made in the summer term 2021. The grant should be used to support the delivery of ITT, Continuous Professional Learning and Development (CPLD) and school-to-school support however, as detailed in the terms and conditions it cannot be used to cover redundancies or associated costs.

**Initial Teacher Training (ITT)** - TSs that are currently accredited as ITT providers should continue to offer ITT and assume full responsibility and accountability for all aspects of courses leading to Qualified Teacher Status (QTS) whether or not you decide to become a TSH. This includes responsibility for securing permission to recruit, recruitment and selection, all aspects of course design and delivery, management of the wider partnership, quality assurance, and QTS recommendations.

TS designation has no impact on ITT accredited provider status. However, for activity beyond this academic year, you will need to remove reference to the term 'teaching school' if it is in your accredited provider operating name (contact [itt.accreditation@education.gov.uk](mailto:itt.accreditation@education.gov.uk)).

**Specialist Leaders of Education (SLE) and Local Leaders of Education (LLE)** - The Department will make more information available about the future of these roles in the coming months, in light of the end of the TS programme in August 2021. If you continue to designate SLEs and Local Leaders of Education (LLEs) during the 2020 to 2021 academic year, please ensure they are aware that arrangements will change after 31 August 2021.

**Appropriate Body (AB) status** - Eligibility to act as an AB is set out in the Teacher Induction Regulations (2012). To perform an AB role, an organisation needs to be designated as a TS or listed as an eligible organisation. When the TS programme ends, this means TSs can no longer provide AB services after August 2021. We are working towards TSHs being included in the regulations to be eligible to act as ABs from September 2021. We will write to TSs in January 2021 with further information. If you have any questions in the meantime, please get in contact with your local TSC representative.

**NLG Reform – advisory group recommendations published** - In September 2020, we published the external advisory groups recommendations on [NLG Reform](#). The report sets out the findings and recommendations of the NLG Reform external advisory group. Alongside the NLE reforms and introduction of Teaching School Hubs, the recommendations support the DfE aims to reform system leadership to ensure our school improvement support is as strong as possible.



Dec 2020	<a href="#">LWY TSC Newsletter 6</a>	<p><b><a href="#">Bradford TSH update</a></b></p> <div data-bbox="639 115 2283 235"> <div>School Improvement and System Leadership</div> <div>Teaching School Hub Update: LWY10 – Bradford (designated autumn 2019)</div> </div> <p>Bradford Teaching School Hub, led by Copthorne Primary School and part of Exceed Academies Trust, has developed its vision, strategy and priorities for the delivery of teacher development support in 2020-21. In summary:</p> <p><i>“Bradford Teaching School Hub’s core functions support schools and trusts to invest in their workforce to grow, recruit, develop and retain the very best teachers, support staff and leaders. We will achieve this through a place-based approach to signposting and delivering high-quality progressive teacher development programmes that complement the internal support provided by schools and trusts. Our vision acknowledges teacher and leadership development are two of the most important forms of school improvement. We will achieve this by enhancing partnership working with schools, trusts and high-quality providers; improving the communication of opportunities with the workforce; introducing new professional learning opportunities; supporting teachers and leaders to make informed choices when selecting CPD and support; and ensuring that no school is left behind.”</i></p> <p>Colleagues are invited to <a href="#">download the Hub’s position statement for 2020-21</a>.</p> <p>The Hub’s online portal provides schools and trusts with a tool to help them identify support to help them address their priorities. The portal is available here: <a href="https://www.teachingschoolhub.co.uk">https://www.teachingschoolhub.co.uk</a>.</p> <p>The Hub’s app can be downloaded here: <a href="https://www.teachingschoolhub.co.uk/app">https://www.teachingschoolhub.co.uk/app</a>.</p>
To be updated ...		