

## Exemplary Leadership Programme

### Q&As following Market engagement (12 May 2020)

**1. Can we put together a consortium of at least a couple of schools?**

Consortia bids will be considered in the application process, but the lead school making the application must meet all of the eligibility criteria set out in the specification. This school will receive the grant funding and will be ultimately responsible for the delivery, monitoring and quality assurance of the programme. Partner schools in the consortia will not be expected to meet all of the criteria, however the lead school will need to demonstrate how any partner schools' experience in any of the approaches underpinning the ELP makes them suitable to support the aims of the ELP.

**2. How do you expect this programme to fit with NPQs?**

The ELP is intended to complement NPQs and will not be replacing them. These programmes will work as pilots to determine the extent to which the success of the schools that have adopted the approaches underpinning the ELP can be replicated across the system. School leaders interested in undertaking leadership training should consider the design and content of the ELPs when making decisions about the most suitable development opportunities.

**3. Is it intended that this programme will be a replacement for the local or regional work that Teaching Schools now engage in? Do you anticipate a role for Teaching School Hubs in delivery of a version of this programme, following the pilot?**

The new ELPs are intended to complement the existing suite of leadership programmes supported by the Department. These programmes will work as pilots to determine the extent to which the success of the schools that have adopted the approach underpinned in the ELP is replicable in other schools. If these programmes are shown to be successful, we may use this body of evidence to inform future approaches to continuing professional development.

**4. Who is the target audience of the programme? Is it leaders at all levels within a school, or Heads or another group?**

Participants should be serving in leadership positions in state funded schools in England, with responsibilities that will allow them to benefit most from the training offered and effectively implement learning into their schools. Further specifics will be provided in the Invitation to Tender documentation.

**5. What do you consider the outcome of a successful programme would be? Why is this a leadership programme rather than a school improvement programme more broadly?**

Programmes will work as pilots allowing schools to design, deliver and test these approaches to leadership, and support the development of evidence to improve the leadership development offer available to school leaders. The learning objectives of the programme

should support participants to improve the quality of their leadership, increasing their confidence and capacity to translate the approaches of a knowledge-rich curriculum, direct instruction and strong behaviour management into their school, irrespective of phase, subject or context. If these programmes are shown to be successful, we may use this body of evidence to inform future approaches to continuing professional development, so that more schools and school leaders can benefit.

**6. Do you have success criteria already in place?**

The Department will collect information on progress against Key Performance Indicators relating to programme milestones, quality of delivery, and participant recruitment, selection and retention, which will help inform future funding decisions.

**7. Do you expect the programme to have any accreditation or lead to qualifications?**

No, these programmes will work as pilots, allowing schools to design, deliver and test these approaches to leadership, and support the development of evidence on how to improve the leadership development offer available to school leaders. We are not requesting the programmes to require accreditation or lead to qualifications whilst being piloted.

**8. Who will own the intellectual property for course information and materials developed through this pilot?**

We will confirm details on Intellectual Property in the Invitation to Tender documentation.

**9. What is the expected scale or reach of the pilot programme, both numerically and geographically? Is there a minimum number of required participants for the pilot? Will any of the participants be pre-identified by the DfE or will the successful bidder recruit all?**

Bidders will be expected to outline a strategy for the recruitment and retention of participants that are serving in leadership positions in state funded schools in England, with responsibilities that will allow them to benefit most from the training offered and effectively implement learning into their schools. Bidders should propose the number of participants and reach of the programme, and should explain how they are proposing to recruit, ensuring that the selection process is robust, consistent and fair. The Invitation to Tender will set out the full expectations of bidders with regards to the scale and reach of proposed programmes.

**10. Is there an expectation, given the current Covid 19 situation, that most, if not all, of the programme content should be able to be delivered remotely to mitigate the risk of a successful bid not being able to be fully delivered and evaluated? Or will a flexible approach be assumed post-awarding of the contract, given the changing national climate?**

There will be flexibility in how the training is delivered and we want to encourage providers to think innovatively about their delivery model. As these programmes are pilots, bidders will be expected to outline the proposed training delivery models, providing evidence that the methods used will support participants to achieve the programme learning outcomes and allow them to effectively implement learning in their schools.

**11. Can we include images and diagrams in our submission to enable us to demonstrate our approach more fully?**

Images and diagrams will only be permitted as part of additional attachments explicitly requested as part of the evaluation which are supplementary to the specified word count. The main response should be limited to text.

**12. Will there be an opportunity to present our programme and answer any questions from DfE as part of the bidding process?**

All submitted bids will be evaluated following the procedure specified in the forthcoming tender documentation. We are not intending to include live/face-to face presentations.