

NPQH Assessment Criteria

Content Area	NPQH Assessment Criteria	Supporting Documents Required
TASK 1		
Strategy and Improvement	1.3.1 Analyses the implications of changes in the external and strategic environment and applies findings to own plans	
	1.3.2 Deploys critical thinking and statistical and/or data analysis tools, techniques and concepts during the design of own plans	
	1.3.3 Collaborates with the governing board during the design and implementation of plans, describing the benefits of doing so	
	1.3.4 Analyses research into, and examples of, the leadership of change, drawn from a range of schools and non-school contexts, and applies findings to the design and own leadership of plans	
Teaching & Curriculum Excellence	2.3.1 Analyses a range of domestic and international research into, and examples of, the leadership of teaching and applies findings to own plans	
	2.3.2 Designs, leads, implements and evaluates an evidence-based change programme that improves pupil progress and/or attainment at whole-school level	Pupil Performance Data
	2.3.3 Evaluates, monitors and responds to the needs and performance of all pupils in a school, including through provision for groups of pupils with particular needs	
	2.3.4 Assesses the impact of new initiatives on teacher workload, implementing options to minimise or mitigate this where necessary	
Leading with Impact	3.3.1 Analyses the effectiveness of different models of leadership, drawn from schools and non-school contexts, including the distribution of accountability and responsibility	
	3.3.2 Adapts or tailors their leadership style to lead effectively in different situations	Sponsor Comments
	3.3.3 Analyses stakeholder views systematically and applies this understanding to communicate, negotiate or persuade	Presentation recording and feedback
	3.3.4 Evaluates different communications/stakeholder engagement strategies and applies findings to the design and implementation of own communications/stakeholder engagement strategy	Comms/Stakeholder engagement strategy
Working in Partnership	4.3.1 Analyses the school's strengths and weaknesses and initiates relevant partnerships/collaborations to improve school capability	
	4.3.2 Analyses different models of partnership working/opportunities for collaboration and their relevance to own plans	
	4.3.3 Exploits opportunities to support other schools, through collaboration and partnership in own school's area(s) of expertise	

NPQH Assessment Criteria

TASK 2

Managing Resources and Risks	5.3.1 Analyses school's resourcing challenges in terms of finances, staffing, teacher workload and educational resources, and designs plans to address these	
	5.3.2 Formulates a curriculum-led budget aligned to plans	Curriculum-led Budget
	5.3.3 Evaluates the effectiveness of school's accountability arrangements for managing resources and risks, recommending improvements where necessary to deliver plans successfully	
Increasing Capability	6.3.1 Designs systems to evaluate, manage and reward staff performance effectively	
	6.3.2 Evaluates research into, and examples of, high-quality professional development within and outside of the school, and applies findings to own plans	
	6.3.3 Analyses current and future organisational capability challenges and designs plans to address these	