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Case Study

An Autumn 2024 graduate on the benefits of completing a Leader Apprenticeship with NPQ

Sam Stevenson joined the Headteacher Programme with NPQH 18 months ago, aiming to develop her leadership skills. As a deputy head at the time, she wanted to grow professionally while exploring the potential for headship in the future.

Sam describes the ethical leadership module as transformative. **“It made me reflect deeply on my values and leadership style,”** she explains. This module gave her a clearer understanding of the type of school culture she wanted to foster and how to align her leadership with her personal values.

The programme offered a balance of theoretical and practical learning. **“The finance module was particularly useful,”** Sam says. **“It helped me think strategically and make better decisions for the long-term benefit of the school.”** The course also provided a strong framework for implementing evidence-based practices, which Sam found invaluable in improving school priorities.

Face-to-Face events were another highlight for Sam. She enjoyed networking with peers and learning from their diverse experiences. **“We created a WhatsApp group that’s still active today,”** she says. **“It’s a great source of support and inspiration.”**



Coaching was equally impactful. Sam praised her coach for being a constant source of guidance. **“Debs was brilliant—always there to help me stay on track and navigate challenges,”** she recalls.

The programme also emphasised off-the-job training, which Sam successfully integrated into her daily work. **“It tied in with my existing responsibilities, making it feel like a natural part of my role,”** she explains.

Sam firmly believes the apprenticeship enhanced her leadership skills. **“It’s given me the tools to foster a collaborative culture and focus on what really matters,”** she says. Now, equipped with these skills and insights, Sam has taken the next step in her career and become a headteacher.

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