# new school logo SMALL.jpgPallister Park Primary School

## **Appointment of Assistant Heads**

The Governing Body of Pallister Park Primary School is seeking to promote an inspirational, motivated and dedicated teacher, who will work as Assistant Head Teacher, in close partnership with the Executive Headteacher, Deputy Head and staff to further develop this outstanding school. ‘The headteacher’s drive and leadership are outstanding. Senior leaders support their headteacher very effectively. Together, they have built a very strong staff team, all of whom share the same high aspirations for pupils and staff.’ (Ofsted 2013)

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| Grade  |  |
| Teaching and Learning | * To consistently demonstrate outstanding practice, understanding how this is achieved. To use this knowledge to support the development of colleagues.
* Make carefully balanced judgements about what support and intervention might be required.
* Undertake whole school evaluations of attainment and progress and provide guidance on strategies to improve where necessary.
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| Leadership | * Be passionate and visionary in sustaining and developing the school’s very high expectations and standards
* Demonstrate strong leadership, management, organisation and communication skills
* Lead, inspire and motivate staff and pupils
* Be an outstanding classroom practitioner, able to promote high standards of teaching and learning
* Have excellent communication and interpersonal skills
* Be able to work effectively as part of a team
* Seek to support colleagues' aspirations including a duty to offer a realistic assessment of skills.
* Provide clear oral and written strategic guidance to colleagues which influences their behaviour profoundly. Monitor its implementation and evaluate its impact.
* Understand and meet the Ofsted criteria and framework by which all aspects of the school need to be judged outstanding.
* Understand, interpret and train other colleagues in Ofsted criteria and expectations.
* Implement, construct and review policies as required.
* Organise Staff development sessions which improve practice and support initiatives.
* Awareness of financial budgets within school.
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| Professional Conduct | * The management and maintenance of personal manners, appearance, attendance and punctuality must be impeccable and beyond reproach.
* Place personal views and experiences alongside a whole school context, making carefully balanced judgements about individuals which are rooted in other's experience as well as personal experience.
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# Our Children 1st Academy Trust

With the Government’s vision for all schools to be part of a MAT, Pallister Park Primary School now believes that it is time to form more permanent relationships with specific schools to continue to develop our vision of quality education for all. As is evident from our current position, it is difficult to identify the schools who would benefit from being part of our MAT at this time. We will continue to provide support to any schools who request it as we believe that is a responsibility of a Teaching School, but we also seek to have formal partnerships with a select group of up to three schools in the future. We will require additional time to embed our Academy procedures and policies to ensure that we can achieve the best impact in the future and with whom we can work most effectively to improve outcomes of children.

As our name suggests, our priority will remain with our children fully at the heart of our philosophy and “We believe that together we can” make a difference creating schools where success is inevitable.

Our vision for the future is to work with other schools who share our values and ethos. We believe that the following are key areas to secure success;

An environment to support learning

This includes creating teaching spaces that have a continuous standard throughout the school, similar resources and quality of equipment. Children learn best when they value the environment they are in.

A team around the child

We believe that the best teachers should be available to teach our pupils with additional support staff to be able to provide emotional support where necessary in order for the teacher’s main focus to be enabling the child to make progress. If resources allowed we would continue our additional staffing policy to provide 3 teachers between 2 classes to enable small group teaching to be focused and effective.

Good recruitment and retention policy

Working in a school with enthusiastic talented staff is vital for providing excellent education. Staff who feel valued, supported to grow and encouraged to move through their career will continue to work to the ethos and beliefs of the Leadership team they have been supported by.

Schools supporting all schools

Our Trust will strive to support any school who identify that they have areas to improve or a desire to learn. SLEs will continue to be identified and deployed in other schools to share best practice and provide support where necessary.

Our Children 1st Academy Trust is committed to a partnership which:

1. Has a shared moral purpose to get the best possible outcomes for all children and young people in Middlesbrough and beyond
2. Provides quality ITT which supports its students and encourages them to strive for excellence in a career in Middlesbrough
3. Supports schools and staff providing CPD, to challenge and extend capabilities
4. Provides support for all levels in the education sector via training, networks, SLE, NLE and LLE deployments, peer reviews
5. Encourages collaboration with all schools in Middlesbrough to play to the strengths of each individual in order to utilise opportunities to learn and develop
6. Creates a model of excellence which is innovative and has impact on educational standards and strategies in Middlesbrough