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11 – 16 Mixed Comprehensive NOR 1,403 (across two campuses)
Head Teacher: Krista Dawkins

Achievement Leader in English - Senior Leadership Team Post
Start April/September 2023
LPR 9 - 13: £54,228 to £59,840 FTE

Crestwood Community School is one school, with two campuses serving central Eastleigh. We are looking to appoint an enthusiastic and ambitious person as the Achievement Leader of English to start in April or September 2023.

The Faculty is made up of an exceptionally upbeat, forward-thinking, and innovative team; which is cohesive, team spirited and very well led. There are 12 teachers within the Faculty who work collaboratively with planning and curriculum development. The current Achievement Leader has been promoted to the role of Assistant Headteacher, Teaching and Learning, interviewed against a strong external field. She has been developed in the school from a trainee teacher to now a senior leader, showing our culture for developing talent. There are 3 Assistant Achievement Leaders in post who are an integral part of the leadership of English. They have specific responsibilities for Literacy across the curriculum, curriculum and assessment, and data and intervention.

English is taught through a thematic, coherent curriculum. At Key Stage 3, we focus on themes such as *Greed, Adventure, Equality* and *Childhood*. Within each theme, students learn key skills through their exploration of a variety of texts. Each theme has accompanying vocabulary lists, knowledge organisers and wider reading suggestions to further develop students' understanding of the ideas being explored in class. Once a fortnight, all Key Stage 3 classes also undertake 'word study' which further explores the meaning and use of vocabulary as well as visiting the library to explore new stock. All Key Stage 3 students participate in the *Accelerated Reader* program to track and monitor reading progress throughout the year, with progress above chronological age seen in students last year. The faculty prides itself on researching and introducing new texts with both *Rat* and *Lightning Strike* being added over recent years. The curriculum works on a 'spiral' ensuring that skills are revisited and developed over the course of Key Stage 3 to prepare students for Key Stage 4. At Key Stage 4, the curriculum continues to be thematic and interweaves both Language and Literature, with *An Inspector Calls, Macbeth, A Christmas Carol* and the *Love and Relationship cluster* the current set texts. The faculty are passionate about ensuring enriching extra curricular activities are available for students, with theatre trips and poetry workshops also part of our KS4 offering. The school uses Tassomai for knowledge retrieval and revision at Key Stage 4, with strong participation across both years groups. The school, in its entirety, is forward thinking, and therefore in the role of Achievement Leader, you would have the opportunity to put your own spin on the curriculum and develop it in the direction that would best suit our learners needs - both for the current and for their future.

Within the faculty, the teachers are incredibly collaborative to ensure they are offering excellence, working together to contribute to the curriculum, their lessons and the faculty's presence throughout the school. The English faculty lead Literacy across the whole school, working with other faculties to promote vocabulary rich teaching, delivering CPD and working with other faculties. All English teachers also work closely with the librarians to promote exploration of a range of texts and a lifelong love of reading, with

monthly events and competitions. Our popular after school club, the Crestwood Journalists, creates a spectacular half termly newspaper - The Crestwood Chronicle - which is written and designed by the students to showcase both their reporting and reviewing skills.

The faculty is well resourced across both campuses with Faculty Chromebooks available on both campuses. The school has developed extensively its use of the Google Suite, both as a platform for e-learning and an effective means of communication and storing, assigning and submitting work.

Crestwood Community School had an Ofsted inspection in June 2018, which confirmed that we are a 'good' school. We also achieved outstanding gradings in Personal Development and Behaviour and Leadership. They also said that as a school we are "*passionately committed to providing a first-class inclusive education for all pupils; tenacious in their pursuit of additional resources and approaches to continually improve provision.*" This is a happy school, where staff and students want to be. The #Crestwoodfamily pervades through everything we do.

This post offers an exciting career opportunity. The post would suit an experienced teacher who will continue to foster a supportive and collaborative environment. We will ensure that the successful candidate has:

- comprehensive transition to the role
- continuous professional learning, development and improvement
- the opportunity to work with SLT and other ALs to ensure rapid and sustained progress across the school

Please download further details and a Hampshire Teaching Application form from the school website www.crestwood.hants.sch.uk located under the School Information / Vacancies tab.

Please note we cannot accept a CV as a means of application.

Closing date: **Monday 28th November 2022**

Interview date: Monday 5th and Tuesday 6th December 2022

If you would like to visit the school prior to applying, please contact Justine Sayers - justine.sayers@crestwood.hants.sch.uk.

Crestwood Community School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.



Information for applicants for the post of:	Achievement Leader in English
Salary:	LPR 9 - 13: £54,228 to £59,840 FTE
Closing date for applications:	Monday 28th November 2022
Interview date:	Monday 5th & Tuesday 6th December 2022

We are looking to appoint an Achievement Leader of English to start April or September 2023. We are seeking someone who will be ambitious for our students, and has a vision for the development of English in our curriculum. The challenge for the successful applicant will be to contribute to developing an already strong Faculty and lead the drive to raise standards across all disciplines at KS3 and GCSE. This role sits within the Senior Leadership Team alongside the Headteacher, 2 Heads of School, 6 Assistant Headteachers and 7 Achievement Leaders. The previous post holder has been promoted to the role of Assistant Headteacher, Teaching and Learning, after a robust interview process against an external field.

This is an exciting time in our school's history. Eastleigh is a changing town, with much development in both business and residential areas. There has been an expansion in the primary sector with several local schools undergoing expansion to their buildings to accommodate the growth in student numbers. Crestwood merged with the former Quilley School in 2016 to provide one secondary school for Eastleigh, something new and exciting, offering high quality education for the children of Eastleigh. In 2022 we became oversubscribed in every year group and are operating a waiting list across both campuses. The two campuses are situated at Shakespeare Road and Cherbourg Road and both offer the same high quality education to all year groups with little movement of students. Staff are expected to teach across both sites and play an active part in their innovative and high-performing teams. Our first six years of operation has been successful in establishing a strong culture and ethos, typified by the #Crestwoodfamily.

As Head Teacher I have a clear vision and an absolute determination to improve the provision of education across Eastleigh. We had an Ofsted inspection in June 2018, which confirmed that we are a 'good' school. We also achieved outstanding gradings in Personal Development and Behaviour and Leadership. They also said that we are "Passionately committed to providing a first-class inclusive education for all pupils; tenacious in their pursuit of additional resources and approaches to continually improve provision." Ofsted also said that "Leadership is outstanding. The headteacher's passion, drive and determination are infectious. Together with her leadership team, she has successfully made improvements to every aspect of the school since the last inspection." We care deeply about our school, the staff, the students and the community we serve, we are a school with a heart. We as a school are clear about our improvement agenda and we work cohesively as a team. As this was our third consecutive good grading it demonstrates that at Crestwood we are continually providing a consistent quality in all we do, against a backdrop of tougher standards and criteria to be judged against.



The English Faculty is a leading faculty across both campuses. The faculty teaches both Language and Literature and follows AQA syllabus at KS4.

In English, students will have seven 75 minutes per fortnight. At Key Stage 3, they explore a wide range of topics focusing on a variety of themes over the three years. Within each theme, students study a breadth of texts ranging from *Lightning Strike* and *Rat* to *Kestrel for a Knave* and *The Giver*. All Key Stage 3 students also take part in the *Accelerated Reader* program, regularly visit the library and undertake 'word study' to unpick the morphology and etymology of key vocabulary. We regularly take part in author and poet workshops to further broaden students' exposure to a variety of texts. At Key Stage 4, students study Language and Literature alongside one another, focusing on *An Inspector Calls*, *Macbeth*, *Love & Relationship poetry* and *A Christmas Carol* as their GCSE set texts. Alongside our engaging and knowledge rich curriculum offering, students are also able to experience these texts through a range of extra curricular trips and visits to ensure students have a secure understanding of text text.

We have enhanced our campuses significantly over the past few years. We have refurbished nearly all areas across the school. We have had a new crescent area and roof at Shakespeare which has enhanced the building significantly. The Cherbourg Campus is situated between the town's two post-16 providers. The site is well maintained with specialist facilities in excellent condition throughout, including 5 new Science rooms and refurbished Sports Hall. In totality we are a school continually on the up and have a can-do-more attitude.

As a new member of staff you will be well supported: we have a comprehensive induction process, and you will be given an Induction Mentor and a 'professional buddy'. As the posts sits within the SLT you will receive direct support from the Headteacher and Heads of School.

For the successful candidate, a commitment to raising standards and a passion for developing young adults is essential: this entails a commitment to all learners, to excellence for all, and a belief that a good school makes a significant difference to learners' life chances, levels of attainment and the wellbeing of the community as a whole.

Your application should comprise a completed Hampshire teaching application form, and a letter in which you should outline your experience to date, the reasons for your interest in the post and your suitability for it. **Please include a paragraph on your approach to leading English at Crestwood and what specialisms you could bring to our #crestwoodfamily**

Applications, with the names and addresses of two referees, should be returned to me, Krista Dawkins, Head Teacher.

If you would like to visit the school, prior to applying, please contact Justine Sayers - justine.sayers@crestwood.hants.sch.uk.

Person Specification for the post of Achievement Leader of English

Area	Essential	Desirable
Qualifications	Graduate with QTS Subject specialist qualifications in English.	NPQML
Professional Development	Teaching practice in secondary schools Middle leadership development & training Knowledge of recent curriculum changes in English	Developmental training towards moving to a Senior Leadership role
Experience	Proven classroom management skills Ability to teach English. Second in department or subject leader	Experience of working with children in another role Experience of leading Literacy across the curriculum
Knowledge and skills	Proven ability to build positive relationships with students and staff Ability to be an effective team member A working knowledge of the English curriculum at both KS3 and GCSE Clear understanding of safeguarding	Clear understanding of strategies to develop the learning process for all students Good understanding of how to use data to promote progress

Personal attributes	<p>Reflective and analytical practitioner</p> <p>Capacity for hard work with enthusiasm, humour and energy for achieving the best for all students</p> <p>Ability to inspire children</p> <p>Tenacity and ability to stay calm under pressure, exudes positivity</p> <p>Good organisational skills</p> <p>High expectations of high standards of academic attainment, achievement and ethos</p> <p>Good health, stamina, resilience, tenacity</p>	
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