

**Respect** | **Responsibility** | **Resilience**



# Recruitment Pack

## Director of Strategic School Improvement





# Message from the Chief Executive

**Dear Applicant**

**Thank you for your interest in this exciting position within Cumbria Education Trust (CET).**

**It gives me great pleasure to introduce you to CET and tell you a little about us, our Academies and the journey we are on.**

The Trust has grown since its formation in 2015. We now encompass 13 Academies, more than 4,000 students and in excess of 700 staff. We've grown quickly and fully appreciate the responsibility that is placed on us to ensure all our young people are given access to high quality education.

Our ten primaries, three secondaries and West Coast Sixth Form have a shared vision. That is to enable every young person to reach their potential and achieve the success they deserve by providing an innovative and inspiring teaching experience.

Whilst each Academy has its own individual ethos and personality, we are firmly of the belief that Academies are better when they work together. Collaboration makes us stronger and sharing best practice from Longtown to Tebay, or Whitehaven to Brampton is part of our everyday practice.

Our motto is, be the best you can be, our values Respect, Responsibility and Resilience with our young people always coming first.



The past couple of years have tested all educational settings and we have certainly had to demonstrate plenty of Resilience. But we have continued to move forward, never losing sight of our mission to continuously improve our Academies.

Our expertise has also grown as we have refined our ways of working to make the most of the depth of talent at our disposal.

Through our investment in staff, we are developing more excellent Academy leaders and teachers. There have been many notable achievements along the way. Four of our primaries and one Secondary have now been judged Good at their first Ofsted inspection after joining the Trust, our ability to drive standards across all our Academies is enhanced and we continue to invest in facilities to widen opportunities for all.

Please have a look through the following pages which will hopefully give you a sense of what the trust and our Academies are all about.

If you believe you can make a positive contribution to the development of CET and have a real drive and commitment for school improvement, then we would be delighted to hear from you.

**Lorraine Hughes, CEO**

# Our Vision:

To enable every young person to reach their potential and achieve the success they deserve by providing an innovative and inspiring learning experience.

# Our Values:

At the heart of the Trust and running through our Academies are the principles of:

## **Respect:**

For ourselves, for each other, for the community we live in, for the wider world.

## **Responsibility:**

For our own actions, for the impact they have on others, to make our school community a happy thriving place to be.

## **Resilience:**

In taking on new challenges, in persevering when things get tough, in encouraging our selves and others to “be the best we can be”.

# Our Approach:

We always operate with a student **FIRST** approach:

## **Inspiring Learning**

Creating happy, positive and vibrant learning environments for ALL students.

## **Achieving Success**

Enabling every student to reach their potential by providing high-quality teaching.

## **Creating Opportunities**

Broadening children’s experiences and opportunities.

## **Empowering Communities**

Working in partnership with the local community to bring education alive for all.

**Our motto: Be the best you can be.**

# School Improvement:

**A relentless focus on improving outcomes for students**



**Our Strategic Priority for 2022 / 2023 is:**

**To Raise Standards, Opportunities and Aspirations across all schools in the Trust**

## **Key Projects include:**

- Further development of the CET curriculum by September 2023.
- Development of effective formative and summative assessment practice across the Trust.
- Enhance the Learning Provision across the curriculum to improve outcomes for all.
- Deliver professional and efficient support services across the Trust.
- Implement an effective School Improvement Strategy that improves outcomes for all.
- Further develop CET as a GREAT employer and the professional development offer for all staff.
- Develop further comprehensive financial planning arrangements which supports one budget methodology.
- Further develop student opportunities within and beyond the curriculum.
- Implement the Governance Development Plan throughout 2022/2023.
- Develop the CET brand to support and identify future growth.
- Develop the Equality, Diversity and Inclusion (EDI) culture across CET—look how we behave, perform and accept change.



## **The successful delivery of these projects across the Trust will result in:**

- Inspirational teaching & learning across all Academies
- Working collaboratively and innovatively, being outward facing.
- A diverse and creatively rich curriculum and wider curriculum offer, which is aspirational, inclusive, and educationally and financially sound.
- A culture that is open, honest and challenging.
- Training and development of staff in a way that is relevant and accessible.
- Clear lines of accountability.
- The development and nurturing of great leaders across the organisation.
- Understanding and learning from stakeholder feedback.

# School Improvement in Cumbria Education Trust



## 2022/23 CET School improvement Statement of Intent:

### **Implement an effective School Improvement Strategy that improves outcomes for all.**

Core responsibility for school improvement in each academy rests with the academy senior leadership team. At Trust level, a School Improvement Exec Team oversees school improvement activity across the Trust and has responsibility for identifying common priorities, coordinating Trust level actions and facilitating the sharing of good practice and staff expertise across the Trust

#### **By:**

- ⇒ Evaluating the academy performance accurately.
- ⇒ Ensuring academy priorities are understood and accepted by all.
- ⇒ Facilitating high quality academy to academy support.
- ⇒ Ensuring collaborative activity is targeted to improve performance.
- ⇒ Ensure school improvement funding is available to support priorities.



#### **In order to:**

- ⇒ Improve the quality of education.
- ⇒ Improve the quality of teaching, learning and assessment.
- ⇒ Improve outcomes.

#### **We need:**

- ⇒ To ensure the SEF (School Evaluation Form) identifies the key strategic priorities to bring about Sustained School Improvement (SSI).
- ⇒ Early and effective intervention.
- ⇒ To continue to build capacity for academy to academy support in both the primary and secondary sector.
- ⇒ Effective Internal and External Monitoring Programmes.
- ⇒ Effective CPD Programmes across all Academies/ the Trust.
- ⇒ To develop effective links with a range of high performing organisations.





# The Role

<b>Post Title</b>	<b>Director of Strategic School Improvement</b>		
<b>Responsible To</b>	<b>Reporting and accountable to the CEO for the implementation of the CET School Improvement (SI) Strategy.</b>		
<b>Line Management</b>	<b>Direct line management responsibility for Raising Standards Lead, IT Manager, ITT Lead, PD / Leadership Development Leads.</b>		
<b>Location</b>	<b>Trust Wide</b>	<b>Salary</b>	<b>L32 to L38</b>

The Director of Strategic School Improvement is a senior leadership role within CET. The postholder will be required to work with the CEO, the SI Exec Team, the central Exec Team, the Trust Board and the senior teams across CET to promote and develop the Trust in achieving its ambition for the education of all its students.

This new role will work closely with the CEO to develop our school improvement strategy to maximise impact with a key focus on:

- ensuring assessment structures can be used effectively to raise standards across CET;
- implementation of a Trust wide assurance framework;
- Implementation of an effective IT strategy across the Trust;
- development and implementation of the ITT strategy for the Trust;
- supporting the effective integration of the HR Strategy ensuring the retention and development of CET Staff;
- production and implementation of the External Monitoring Programme across the Trust;

- development and implementation of a research cultures across the Trust; and
- collating the sustained School Improvement document on an annual basis.

We are looking for applicants with a consistent and proven track record as a Headteacher / senior leader within the secondary sector but also with wider experience of working within the primary sector.

You will be an experienced school improver with experience of developing and successfully implementing whole school strategies to rapidly improve student outcomes.

Combined with this, you will have the proven ability to lead transformational change and leadership qualities that motivate and drive forward individuals and teams to be successful across a whole range of indicators, not just academic performance.

[For full details of the role accountabilities and requirements please refer to the Job Description and Person Specification.](#)



# The Application Process

Due to our successful and continued growth and in order to support our relentless focus on school improvement we are introducing an exciting new senior opportunity within the Trust.

We are seeking an inspirational, strategically focussed school leader with a proven track record in successfully improving schools to help us realise our vision of being one organisation where our students' achievements always come first.

You will be an integral member of the Trust's Executive Leadership Team, working with the Directors of Improvement to shape the future direction and strategy of the Trust as a whole.

We are looking for applicants with a consistent and proven track record as a Headteacher / senior leader within the secondary sector, but also with wider experience within the primary sector. You will be an experienced school improver with experience of developing and successfully implementing whole school strategies to rapidly improve student outcomes.

You will have the proven ability to lead transformational change and possess leadership qualities that motivate and drive forward individuals and teams to be successful across a whole range of indicators, not just academic performance.

This opportunity will provide new challenges, great rewards and the opportunity to shape our Trust to make a real difference.

Like to find out more about this unique opportunity? Please contact Gill McLean on [GMcLean@cumbriaeducationtrust.org](mailto:GMcLean@cumbriaeducationtrust.org) to arrange an informal discussion .

Completed application forms, together with a supporting letter of application should be sent to [applications@cumbriaeducationtrust.org](mailto:applications@cumbriaeducationtrust.org)

**Closing Date for Applications: 9am Wednesday 1 March 2023**

**Advertisement**  
[click here](#)

**Job Description**  
[click here](#)

**Application Form**  
[click here](#)

To find out more visit  
[www.cumbriaeducationtrust.org/](http://www.cumbriaeducationtrust.org/)



# Working for CET

CET strives to be recognised as an employer of choice.

We want to attract high quality staff for our schools and in return offer a 'people first' approach so that staff feel part of a community. We want staff to be confident to both support and challenge one another regardless of position or seniority, feel valued and able to contribute to the development of CET.

We also recognise the need to reward effort and good results as our aim is year-on-year improvement by schools.

There are well developed staff progression routes. We support and develop our staff and give individuals every opportunity to develop and grow with us. There is a commitment to high-quality Continuous Professional Development programmes. These are geared to maximising job satisfaction and significantly increasing expertise, confidence and skills.

Staff can work across our family of Academies, enabling our academies to benefit from wider expertise and to offer individuals fresh opportunities. Quality of life outside work significantly shapes the way in which people perform, so the need to achieve a healthy work/life balance is an important aspect of our commitment to staff. In return, we ask our staff to commit to the Trust standards, these include:

- All of us are responsible for promoting the Trust values of Respect, Responsibility and Resilience.
- Staff routinely modelling our view that everyone is helped and supported to 'Be the best you can be'.

- In all decision-making, pupils and students must come first and inclusion is at the heart of our learning approach.

## Learn and grow

CET, with its partners Ambition Institute and Three Rivers Teaching School Hub, is working to develop our future Academy leaders. We have launched National Professional Qualification courses for teachers looking to expand their knowledge. The courses include – Leading Behaviour and Culture, Leading Teaching, Leading Teacher Development, Senior Leadership and Headship – with us entering our third cohort. Programmes are delivered and facilitated by a team of Ambition Institute trained and qualified Visiting Fellows from existing individuals within the Trust.

Talented people expect their employer to value them, encourage diversity, offer flexibility, to trust them, to help them develop their career and give them a sense of purpose.

**At CET we aim to ensure we create a workplace which enables our people to thrive.**



“If you need support with your maths, ‘here’s some help with your maths curriculum’. If you need CPD for staff, then ‘bring this person in to help’. I call it a ‘prepared five-star package.’”

**Deputy Headteacher**



“I have been able to work across two of the trust’s secondary schools, undertaking key roles within each of the organisations. The CEO and Heads have been amazing at providing roles that allow me to feel valued and part of the wider organisation.”

**Deputy Headteacher**

“You are part of a wider community and there’s lots of opportunities to develop own practise and to help others develop.”

**Teaching Assistant Apprentice**



“You are so well supported and everyone always has their door open.”

**Teaching Assistant**

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What would you say to anyone thinking about joining CET?

*“I would quite simply say, what are you waiting for?”*

Laura O'Connor— Assistant Headteacher





# Cumbria Education Trust

BE THE BEST YOU CAN BE



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