



Crown Hills Community College

Dear prospective applicant,

Thank you for expressing an interest in this key vacancy at our college. The College has been serving the community since 1950 and continues to be a Good school after last being inspected in January 2016.

Having taken over as Principal in August 2017 I am appreciative of all the work that has been done before my arrival which will allow me to grow the College even further. My desire is that we do not become a College that is driven by OFSTED and whether we are GOOD or OUTSTANDING. I want us to be at the forefront of educational excellence because we want to provide the best educational experience possible for the children in our care. This is extremely difficult in a climate of ever increasing accountability and diminishing resources. However I sincerely believe that if we lead this community by staying true to our values then it is possible.

We are very clear that the gender, background, colour, poverty, wealth or social status of a child should have no bearing on how well they perform and staff here work extremely hard in trying to close that gap between the different groups of pupils. We are currently around zero for P8 and have been for the past two years and we know that although our pupils end up in line with pupils nationally they are well below on entry.

We have an outstanding reputation for our inclusive work with EAL and SEND pupils. However one of our key areas of development is nurturing and growing our high prior attainers, both their academically and culturally.

We are looking for somebody who is innovative, willing to take risks and looking to create educational excellence. This role will be key in setting the standards of the college and ensuring that each child has the ability to reach their full potential by ensuring that aspirations to success becomes a reality.

We have removed lesson observations from the appraisal process and linked it to professional development, thus creating an environment of trust and support. Currently staff are entitled to 'visits' and entitled to a professional dialogue to improve their practice. That is a risk we have taken but it is aimed at creating a learning community where teachers can teach and learners can learn without fear.

We also want to ensure that the targets set are challenging and yet bespoke to individual pupils so that we can hold staff accountable for the progress that pupils should make.

If you have high aspirations for children from deprived backgrounds and experience of delivering educational excellence by improving pupil outcomes, then we would love to hear from you.

I look forward to meeting you and receiving your application.

Yours sincerely,

Mr F Adam

(Principal)