



Crown Hills Community College

Dear applicant,

Thank you for expressing an interest in this key vacancy at our college.

The College has been serving the community since the 1950's 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. We are not 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 background of a child should have no bearing on how well they perform and staff here work extremely hard in trying to close gaps between the different groups of pupils. Even though students are well below the National Average on entry, our Progress 8 score has been in line with the National Average over the past two years.

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

We are looking for somebody who is innovative, willing to take risks and looking to create educational excellence by improving the quality of delivery in the classroom on a daily basis and also supporting development of higher attainers. That process has already started and we have removed lesson observations from the appraisal process and linked it to professional development. Currently staff are entitled to 'visits' and professional dialogue to improve their practice. That is a risk we have taken, but it is aimed at creating a learning community built on trust, where teachers can teach and learners can learn - without fear.

If you have both high aspirations for children from deprived backgrounds and experience of leading a team of staff towards educational excellence by improving the quality of teaching, then we would love to hear from you and would invite you to attend one of our Information Evenings.

I look forward to meeting you and receiving your application.

Yours sincerely,

Mr F Adam
Principal