



# Great Marlow School

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**EXECUTIVE HEADTEACHER**  
Mr K Ford  
**HEAD OF SCHOOL**  
Mr G Pendlebury

March 2024

Dear Applicant

Thank you for expressing an interest in the post of Director of School Improvement at Great Marlow School. This is a key appointment for the school and one that presents a great opportunity to work in an innovative and successful school that at present works closely with local primary schools, secondary schools and MATs for the benefit of children and students in the region.

Our core purpose is to enable all within our school community to thrive, both doing well and being well, as they develop the skills, knowledge and aptitudes to enable them to be successful life-long learners in a complex world. We are now wanting to further develop our relationships between local schools with the ambition to eventually become a MAT striving to serve our community and reach our mutual ambitions. We are committed to work collaboratively and supportively as we challenge one another through our aspiration and drive for excellence.

To strategically further develop our school improvement work we are looking to appoint a Director of School Improvement. This is a permanent part time (0.4) role and a key strategic appointment. We are looking for an outstanding candidate to strategically lead and advise on the development and delivery of school improvement, working closely with our school leaders as well as alongside other local Headteachers and professionals. A key aspect of the role will be to create and develop our distinctive school improvement model and associated plans alongside the Executive Headteacher and other school leaders as well as deliver targeted school improvement support for specific schools.

The successful candidate will also take a lead on training and quality assurance that supports school improvement plans and initiatives working collaboratively with all schools' stakeholders including Governors and Trust Board members. The ambition is then for the successful candidate to take a lead in developing a distinctive School Improvement Hub and the collateral required to serve both the local community and beyond through delivering high quality school improvement service level agreements.

This role needs someone with a proven successful track record and experience of:

- Strategic School leadership ideally in both Secondary and Primary education with successful Headship experience
- Strategies to raise standards and develop leadership in both phases across communities of school
- Ofsted inspections- ideally being or having been an Ofsted inspector
- Developing and /or delivering national leadership development programmes (NPQ's) and appraisal processes
- Developing and delivering bespoke professional training programmes to support strategic school improvement
- Undertaking school reviews and evaluations that have resulted in accelerating progress and sustained impact on school improvement
- Effective intervention in schools facing challenging circumstances using proven change management and leadership skills to improve performance
- Working with stakeholders at both a local and national level regarding accountability for strategies that have had sustained and rapid impact on achievements and standards.

The role reports to the Executive Headteacher and will work closely with senior leaders.

Whilst the role is centred on Great Marlow School a substantial aspect will be working in other schools or, when appropriate, from home. Detailed deployment will be agreed beforehand with the Executive Headteacher. Holiday pay is on a 0.4 pro rata linked to teacher holiday entitlement. Please note that no other expenses are payable other than the basic salary.

If you decide to apply for this position, please complete the GMS application form and write a letter of not more than two pages of A4. In your letter explain how your experience to date has prepared you for the role of Director of School Improvement. We look forward to hearing from you, the closing date for applications is Monday 15th April 2024 at 11.00am. Interviews date: TBC (Applicants may be invited to interview as soon as an application is received)

The school is committed to safeguarding and promoting the welfare of children and young people and expect all staff to share in this commitment. The successful applicant will be expected to undergo an enhanced Disclosure and Barring Service check. Applications must be on the Great Marlow School Application form: individual CVs will not be accepted.

Yours faithfully



Mr K Ford  
**Executive Headteacher**