

Greenshaw Learning Trust - Senior Leadership Secondment proposal

The context

The Greenshaw Learning Trust recognises that there are a number of very high potential senior school leaders who would benefit from extended time spent developing a deep understanding of the culture and leadership behaviours in high performing schools. To support these leaders, either to further enhance their leadership potential within their existing school or to prepare them for leading in a new school of their own in the future, the Greenshaw Learning Trust is offering an opportunity to take part in an immersive experience for one half term.

Our offer

Applications will be welcomed from high potential leaders, supported by their employers. Successful applicants will be placed in one of five GLT schools in the South West - Yate Academy, Five Acres High School, Gloucester Academy, Henley Bank High School or Scott College - for a fixed period of one half term. During this time they will be a full member of the school's leadership team, contributing to strategic oversight of an aspect of the school development plan. There will be opportunities to experience and contribute to all aspects of school life including the implementation of our:

- Morning routines
- GLT Reading programme
- Curriculum Planning including the GLT shared curriculum
- Teaching and Learning Principles
- Teacher coaching programme (DDI)
- Leadership Development Programme
- Raising Standards Programme
- Character Programme

Candidates will not be expected to teach, unless by mutual agreement.

In addition to the above, successful applicants will take responsibility for a specific area of the School Improvement plan for the duration, which will be negotiated before the start of the placement, and will also work on creating an action plan for the same area in their home school.

GLT recognises the value of creating a sense of community amongst participants and as such, will arrange for a collaborative induction process amongst the five schools, a joint end of placement celebration, and will encourage participants to form an informal peer-to-peer support network.

Terms

It is essential that appropriate backfill is put in place by the participant's home school to ensure they are able to be 100% focused on the work at the host school. Participants will be expected to join morning routines from 7.45am each day and support the extended day through to 6.00pm as required. Where a candidate is living away from home, a negotiated end to day is possible for each Friday.

Host schools will provide the candidate's school with a weekly report on progress. This will take the form of a virtual meeting between the participant, Headteacher of host school and Headteacher (or appropriate person, CoG, CEO) of home school. These will follow the format of a line management meeting. Participants will be formally line managed by the Headteacher at the host school throughout the placement. In addition, a visit could be arranged, if required, for the appropriate person from the home school.

The programme costs nothing to join, but Home schools agree to fund any necessary subsistence costs e.g. accommodation and travel as well as continuing to pay the full salary of the participant for the duration of the secondment.

On successful completion of the secondment, participants will graduate with a GLT accredited Leadership Secondment Award.

Applying

Candidates will be expected to have a strong academic profile, be able to demonstrate significant impact throughout their career and be considered by their current employer as 'high potential'. They should be currently working at Assistant, Deputy or Headteacher level in their current role.

All applications will be reviewed by the GLT CEO and Director of Education, and where appropriate, interviews will take place with the host school Headteacher and Director / Assistant Director of Education. Placements will last for one full half term and no charge will be made by GLT.

Candidates should ensure they have the agreement of their Headteacher, or in the case of Headteachers their Governing Body, before applying. They should also identify who from their home school will be available to meet with the Headteacher of the host school for weekly update and feedback meetings (these will be held virtually).

In their letter of application candidates should demonstrate, with examples, the following:

- That they are high potential and well qualified
- That they are ambitious
- What impact they have had in their own schools
- What they have discovered about Greenshaw Learning Trust to convince them that this is the ideal development opportunity for them
- That they are aware of their own areas for growth

- That they are tenacious
- How they react when things don't go their way
- Strengths in character / leadership attributes
- Strengths in terms of competencies - technical ability
- How your team describe you and what qualities you would bring to a team (what we would learn from you)

The Recruitment Process

Placement 1 - Half Term 1 (01 September 2021 - 18 October 2021)

Placement 2 - Half Term 2 (01 November 2021 - 17 December 2021)

1. Applications

Please express your interest for this role with an application letter of no more than two sides of A4, by email to krimell@greenshawlearningtrust.co.uk no later than **9:00am** on **Wednesday 07 July 2021**.

Please state if you are applying for Placement 1 or Placement 2. Applications received after this date and time will not be considered. Applications should indicate the name and support of the headteacher where the applicant is not currently a headteacher, and the name and support of the CEO/CoG/CoB for a headteacher.

2. Shortlisting

Shortlisting will be finalised on **Friday 09 July**. Shortlisted candidates will then be invited by telephone to attend an interview.

3. Interviews

Interviews will be held on w/c **Monday 12 July (using Google Meet)**.

4. Notification of outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

6. Taking up placements

The successful candidate(s) will start their placements on **01 September 2021**.

Additional information

Should you require any additional information, please contact Kate Rimell, EA to the Director of Education, at krimell@greenshawlearningtrust.co.uk