

# Tenterden Schools Trust

Securing the future for young people



## Director of Education (Primary schools)

Candidate Information Pack

April 2023



## 1. Message from Stuart Reeves, CEO

Dear Candidate

Thank you for your interest in Tenterden Schools Trust and in the exciting post of Director of Education (Primary schools). This is a new post within the Trust and one that is key to our mission of improving the life chances of young people through what we do in schools.

This post is an amazing opportunity for someone who is passionate about education and wants to focus solely on what you probably came into the profession to do; deliver on brilliant teaching and learning. You will be a fabulous people person, able to inspire others to be the best leaders they can be, who, in turn, can go back to their schools and inspire others to be awesome teachers.

You will have a demonstrable track record of excellent teaching and, like me, you will have loved your time in the classroom. The leadership of teaching and learning will be something of which you have lots of experience and you will be able to convey a strong vision of what this might look like on a Trust-wide scale.

You will see from the job description that there are a number of new groups and teams that need to be pulled together and this needs to be done in a way that engages and enthuses colleagues. I look forward to working with you and providing coaching support as you create and develop these teams. I am not a fan of dictatorial or conformist approaches, I much prefer a coaching style and I enjoy developing the leadership potential of individuals within the team. This collaborative and team-building approach runs throughout the Trust and it typifies the level of autonomy we afford our headteachers. Of course, there are some central policies within Finance, HR, IT and Premises but we tend not to dictate on curriculum design and pedagogy. I would much rather that we achieved alignment on Trust-wide approaches to curriculum, pedagogy and assessment through joint debate, discussion, evidence and choice on what works best; you will naturally be very skilled at bringing educationalists together in this way.

If you can see yourself in this role please do get in touch and I'd be delighted to spend some time with you talking about the post. You can email me on [s.reeves@tenterden-schools-trust.com](mailto:s.reeves@tenterden-schools-trust.com) and we can arrange to meet or chat over the phone.

Good luck with your application!

Best wishes



Stuart Reeves  
Chief Executive

## 2. Advert

### Director of Education (Primary schools)

Tenterden Schools Trust is a mixed multi academy trust in mid-Kent that currently encompasses one large secondary, five primaries and two nurseries.

We are seeking an inspirational leader who will:

Lead in all aspects of school improvement that results in improved life chances for our students.

Develop and sustain a clear focus on educational leadership, staff development and student outcomes.

Influence and maintain high levels of ambition, expectation and implementation with regard to all of our schools being successful.

You will be an experienced and innovative senior education professional with a track record of delivering significant improvement within a school or multi academy trust. You will combine a record of successful strategic leadership and sustainable school improvement with energy, flair and a determination to succeed.

This is currently a part-time role with the precise hours being negotiable for the right candidate. As the Trust grows, it is envisaged that this role may well become full-time in due course.



### 3. Tenterden Schools Trust

Securing the future for the young people in Tenterden and the surrounding area

## Our vision

### Educational Excellence

Students thrive in ambitious and successful schools, ready for what the future has in store for them.

### Community

Excellent Community and Church Schools, maintaining their own identity and serving their local community.

### Seamless Learning

A continuous, all-through educational experience from Birth to 19, creating smooth transitions between phases.

## Background

Tenterden Schools Trust was founded in 2017 and now contains the following schools:

- Homewood School and Sixth Form
- Tenterden C of E Junior School
- Tenterden Infants School
- Rolvenden Primary School
- St. Michael's C of E Primary School
- John Mayne C of E Primary School (joins 1<sup>st</sup> April 2023)
- St. Michael's Pre School
- Home Farm Nursery

All the schools are within a close geographical area and the Trust is a 15 minute drive, end to end.



HOMWOOD SCHOOL  
& SIXTH FORM CENTRE  
Learning • Respect • Belonging



#### 4. Job Description

POST TITLE: Director of Education (Primary schools)

SALARY: L19 - L23

START DATE: September 2023

ARRANGEMENT: 0.5 FTE, negotiable for the right candidate

REPORTS TO: CEO

MAIN PURPOSE: The Director of Education will have the overall responsibility for strategic leadership of education provision in the Trust's primary schools.

#### KEY PRIORITIES:

##### **Strategic Leadership**

- Promote the core vision of Tenterden Schools Trust through inspirational and motivational leadership
- Report to the Educational Standards Committee on educational performance
- Evaluate and improve the effectiveness of the school improvement model
- Monitor school performance through the delivery of the school improvement model
- Ensure that the Trust central support offer for education is well understood within the Trust and easily explained to those outside the Trust
- Promote the advantages of being part of a collaborative and supportive family of schools
- Support the CEO in maintaining productive relationships with the DFE, ESFA and Regional Director
- Contribute to the Primary Headteacher Forum, led by the CEO

##### **School Improvement**

- Maintaining and developing a continuous cycle of school improvement
- Work closely with Headteachers (Primary) to provide support and challenge that leads to improvements in the quality of provision
- Create and lead the Teaching and Learning Group, comprised of Teaching and Learning Leads from each primary school
- Create and lead the Curriculum Development Group, comprised of Curriculum Leads from each primary school.
- Create and lead the Primary cross-Trust Literacy Development Group
- Create and lead the EYFS development team
- Create and lead the Subject Groups, comprised of subject leads from each primary school. In time, these subject groups will be led by one of the subject leads
- Drive collaboration across the Trust's primary schools

- Devise and deliver a high quality CPD programme for the school improvement groups

## 5. Person Specification

### Qualifications

- Educated to degree level
- QTS
- Evidence of continuing professional development

### Experience and knowledge

- A proven track record of school improvement
- A track record of high performance
- An excellent understanding of the educational sector with a strong grasp of current issues
- Knowledge of the strategies for raising student achievement
- Knowledge of good pedagogy
- Sound track record of raising standards
- Ability to promote a team ethos
- Proven success at building teams for performance

### Skills and personal qualities

- Commitment to the Nolan Principles
- Commitment to maintaining the ethos of Tenterden School Trust
- Well-developed presentation skills
- Ability to process and evaluate complex information
- A strong team player
- Ability to form collaborative partnerships