**Kingsnorth English Hub**

**Literacy Specialist**

**Information for Applicants**

**Cohort 2**

**English Hubs Literacy Specialist Programme**

**Information and Application - Cohort 1 (2018-19)**

Kingsnorth English Hub is seeking to recruit the second cohort of expert primary school teachers to develop and work as **Literacy Specialists** alongside our already established team.

This document gives information about the programme and how teachers and their schools can apply to be involved.

**Applicants are strongly advised to discuss the role and responsibilities with Steph Savage, English Hub Lead at Kingsnorth before completing their application.**

Steph Savage: [enghublead@kingsnorth.kent.sch.uk](mailto:enghublead@kingsnorth.kent.sch.uk)

The closing date for applications is: **4pm on 3rd July 2020**

**Background**

In September 2018 the Department for Education announced 32 English Hubs, this has now risen to a total of 34 Hubs. This network of high performing primary schools has been set up to improve reading standards across the country and improve education outcomes for the most disadvantaged children, particularly in underperforming schools.

Kingsnorth English Hub is based at Kingsnorth Primary School. Our consistent approach to the teaching of systematic, synthetic phonics has resulted in outstanding results in our PSC where we have over 90% of children achieving the expected standard year on year. This success continues into KS1 and KS2.

**Benefits for participating teachers and their schools**

The Literacy Specialists are at the heart of the English Hub Offer.   
Literacy Specialists will benefit from a National Training programme in order to become experts in teaching early language and reading in Reception and Key Stage 1.

Participating in the programme will provide the following benefits to the Literacy Specialists and their schools:

Literacy Specialists will develop:

* Understanding of excellent practice in teaching early language and literacy, with a particular focus on Systematic Synthetic Phonics
* Skills of teaching, planning and assessment in order to effectively support pupils to make excellent progress
* Ability to support teachers, within their own school and in other schools, to improve standards

Literacy Specialists will have the opportunity to work closely with a The English Hub Training Centre, the English Hub team at the Department for Education and the national and local communities of Literacy Specialists

The Literacy Specialist’s school will benefit from high quality and sustained support in embedding outstanding early language and literacy teaching across the school.

**Who should apply?**

The table below shows the essential and desirable criteria for applicants to the programme. This should be evidenced in the application form, which includes both the applicant’s statement and the headteacher’s reference.

|  |  |
| --- | --- |
| **Essential** | **Desirable** |
| Qualified Teacher Status | Additional status  (phonics SLE, reading leader etc) |
| Employed as a teacher in a Primary/Infant/Junior School, and regularly teaching phonics to the same class of children at least three days/week with good outcomes | Regularly teaching phonics to the same class of children at least three days/week with outstanding outcomes |
| Able to fulfil the programme requirements and time commitments outlined above |  |
| Minimum of three years teaching Systematic Synthetic Phonics | Minimum of four years teaching and leading on Systematic Synthetic Phonics |
| Good teaching skills in early language and literacy as evidenced by internal/external Ofsted observation |  |
| Passion and enthusiasm for teaching Systematic Synthetic Phonics | A desire to develop as a specialist teacher of early language and language |
| Ability to work collaboratively with others | A proven track record of working collaboratively with others/other schools |
| Successful track record of working with other professional effectively within your own | Successful track record of working effectively with other professionals across a group of schools |
| Excellent communication and interpersonal skills | The ability to grow leadership capacity in others |
| An understanding of what constitutes outstanding phonics, early language and literacy teaching and the ability and confidence to communicate this | An understanding of what constitutes outstanding phonics, early language and literacy teaching and evidence of communicating this |
| An understanding of the importance of fidelity when teaching a phonics programme and having decodable books which match the phonetic sounds children have been taught | Evidence from external phonics trainers around an understanding of the importance of fidelity to a programme |

Kingsnorth English Hub will look to appoint Literacy Specialists so that they meet the criteria as set out above but also fit into the Hub’s strategic plan.

**Expectations of participating teachers and their schools**

The headteacher and Literacy Specialist commit to developing and embedding outstanding early language and literacy teaching across their school, supported by professional development activity, including the National Literacy Specialist training programme.

The Literacy Specialist commits to developing their understanding and practice related to early Literacy teaching including:

* Attending training at Kingsnorth Primary School (dates tbc)
* Participating in training provided by the English Hubs Training Centre
* Developing phonics and early literacy and language teaching within their own class

The Literacy Specialist commits to all aspects of the role and the release time required (2020-2021: One day per week (anticipated following confirmation of funding) including:

* Providing an ‘intensive’ 6 day package of support to our schools (24 days)
* Participating in the National Literacy Specialist Training programme (details tbc), this may be include an element of remote training in July 2020.
* Attending Showcase Events and Kingsnorth English Hub Literacy Specialist Training at Kingsnorth Primary School
* Collaborating with the English Hub team and other Literacy Specialists

The headteacher commits to support the Literacy Specialist, including:

* Helping the specialist develop and embed outstanding teaching of early language and literacy within the school
* Ensuring the teacher receives the required release time

The Literacy Specialist and headteacher will provide any reports required by the English Hub and participate in any evaluation processes required

**Funding**

In 2020-21, Kingsnorth English Hub will fund the cost of release time amounting to approximately 1 day per week and the cost of travel for further training and school support visits. In academic year 2019-2020 schools were reimbursed £300.00 per day, we anticipate a similar rate for academic year 2020-2021.

**How to apply**

Applicants, in conjunction with their headteacher, should complete the application form and submit it to Kingsnorth English Hub (Gemma Tree - [enghubadmin@kingnsorth.kent.sch.uk](mailto:enghubadmin@kingnsorth.kent.sch.uk)) by **4pm on 3 July 2020**  
  
Observations and interviews will be taking place **w/c 6 July 2020**.