

# Achievement Partner— Leading Together

**Information  
Pack about  
the role**



# CONTENTS

Welcome	3
About Teach First	4
About the role	5
Where you are needed	6
Teach First employee benefits	7
Interested in applying?	8



# WELCOME

**It takes time, persistence and determination to change the story of a child's life.**

The dedication and leadership of a great teacher inspires a child to work towards the future they want. That teacher needs the support and guidance of a strong leadership team and a powerful school culture.

Already there are hundreds of schools across the country with excellent, committed teachers that deliver extraordinary pupil outcomes against the most challenging of odds. We know the schools that manage to break this cycle have one thing in common: strong leaders who work together as part of an effective leadership team. We also know that the strongest schools sustain their success by building effective leadership teams who enable and support their teachers and pupils to succeed and develop.

Leading Together is a comprehensive school improvement programme designed to support whole leadership teams working together to bring about positive change in both primary and secondary schools. The programme empowers schools to build an environment and culture that can transform outcomes for pupils. Find out more about the programme at [www.teachfirst.org.uk/leadingtogether](http://www.teachfirst.org.uk/leadingtogether)



**We are now looking for expressions of interest for the exciting and high-profile position of Achievement Partner for the Leading Together programme.**

In this unique role, you will work closely with a small cluster of schools and their leadership teams, supporting, guiding and coaching them through the two-year programme. This bespoke support over a long period of time empowers sustained improvement and development for individual leaders, leadership teams and their schools.

Ideal candidates for the role will be experienced and successful headteachers or equivalent, with strong experience of senior leadership and of working with others to develop and implement improvement strategies. You will also possess strong relationship building experience and significant experience of coaching and developing senior colleagues as a group and as individuals.

This pack tells you more about the Achievement Partner role, how to apply and what it's like to work at Teach First. Please take the time to read it through to get a full understanding of the role before completing your application.

# ABOUT TEACH FIRST

Our vision is a country where no child's educational success is limited by their background – where every child, wherever they live, whatever the wealth of their parents, has the opportunity to fulfil their potential.

Our mission is to transform education with great teachers and leaders.

There are three steps to unlock potential for all:

- We find inspirational people, some of whom may not have thought about teaching. We support them to get into teaching - more than 10,000 to date. And we place them in the schools where they're needed most.

- We develop our schools' current and future leaders to create the kind of schools in which teachers and pupils can thrive.
- We support schools with strong networks – of our alumni and supporters in business, charity, government and beyond – and a positive policy environment.

## Why does supporting school leadership matter?

The success of a school depends on great leadership. But it's an unfortunate truth that leaders in thousands of schools – disproportionately those in poorer

areas – do not get the support and development they need to help them thrive.

Teach First has undertaken evidence-based research which provides a compelling case for supporting school leadership, including:

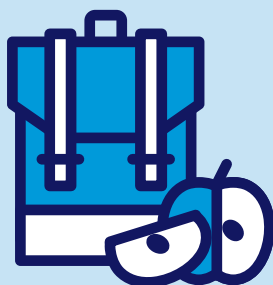
- Ofsted recently found that one in ten schools currently have leadership that requires improvement or is inadequate, with 850,000 children missing out on good or outstanding leadership. Unfairly, the impact of poor leadership is felt disproportionately by the poorest children.<sup>1</sup>
- Schools with good leadership are ten times more likely to improve their overall Ofsted rating at the next inspection compared to those with poor leadership scores.<sup>2</sup>
- Focusing on improving the whole leadership team has an effect three to four times as large on student outcomes as leadership from a transformational 'super head'.<sup>3</sup> Historically, the focus has often been on individual leaders but the changes they make often aren't sustainable. As the headteacher moves on, the structures, systems, skills and culture needed to maintain the school's success go with them. Instead, leadership is most effective when it is embedded across the school.<sup>3</sup>

The Leading Together programme is an important part of our response to this need.



### Over a third of children entitled to free school meals

leave primary school without meeting expected levels for reading, writing and maths



### 33% of pupils on free school meals

achieved 5 A\*-C at GCSE compared to 60.5% of pupils overall



### 21% of pupils entitled to free school meals

end up going to university compared to 85% of pupils from private schools

<sup>1</sup> Source: School inspections and outcomes: management information, Ofsted (2018)

<sup>2</sup> Source: Analysis of Ofsted data

<sup>3</sup> Source: The Impact of Leadership on Student Outcomes, Robinson et al. (2008)

# ABOUT THE ROLE

**Salary:** £66,000 FTE, salary dependent on experience; two-year fixed term contract.

**Start date:** Spring 2020.

Enhanced DBS is required.

**Purpose of the role:** The Achievement Partner will work closely with the headteacher, senior leaders and governors of schools on the Leading Together programme. They will support the school leadership team to identify areas for school improvement and provide direct training, support and coaching. They will be responsible for the engagement and progress of the schools and leaders on the programme. Working with the headteacher, they will ensure the results of the programme are seen within the identified improvement areas across the school.

What makes this role unique is that the Achievement Partner works alongside the school's headteacher and team, driven by the specific school context. The Achievement Partner has the opportunity to get to understand the complexities, challenges, expectations

and motivations of each school they work with so that the support they provide is as tailored and effective as it can be.

## At this level you will:

- Support a portfolio of schools and be responsible for their successful progress through the Leading Together Programme
- Provide expert training, coaching and support to senior leaders and headteachers of the schools within your portfolio.
- Work together with other Achievement Partners to share best practice and provide/receive peer-to-peer support.
- Have access to training, collaboration and development to help you to best support your schools' needs.

## Key responsibilities will include:

- Lead the delivery of the Leading Together programme with schools.
- Use deep sector experience to work with headteachers and senior teams to complete a rigorous school diagnostic, to understand strengths

and priorities for development across the school.

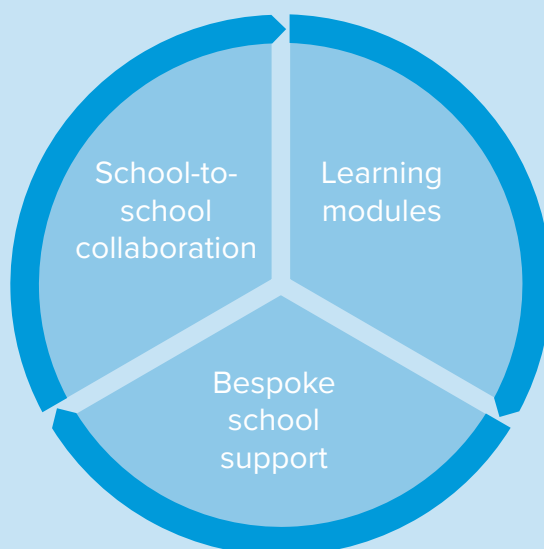
- Work with the senior leadership team in each school to create and develop a strategic improvement plan which will drive significant and sustained school improvement.
- Coach and mentor all members of the senior leadership teams.
- Provide ongoing feedback to the senior leaders by tracking and monitoring progress throughout the programme.
- Oversee the experience and engagement of schools through the programme.
- Facilitate high-quality content through workshops and seminar delivery. You will be provided with comprehensive materials, training and support to help you in delivering the programme's curriculum.
- Work closely with the Leading Together team, using expertise to ensure appropriate interventions are deployed in each school to support whole-school improvement.
- Create a community of practice across your school portfolio, supporting schools to collaborate, share best practice and learn from one another.

## Desirable skills and experience:

You will be an experienced school leader who has demonstrated sustained school improvement. You will also have experience of developing headteachers and other school leaders through effective coaching and mentoring. In addition, you will ideally have deep knowledge of the education sector, including regional and national issues, policies and trends. You will have the ability to influence others using a range of resources and up-to-date educational awareness.

### Achievement Partner (AP)

The AP facilitates the other key elements of the programme



# WHERE YOU ARE NEEDED

Leading Together is focused on making a real and sustained difference to the lives of children who need it the most. We are therefore working with primary and secondary schools in areas of greatest need (based on Achievement Excellence Area) and predominantly those that have been graded 3 or 4 by Ofsted or those in an Opportunity Area that are at risk of falling to a lower Ofsted category at their next inspection.

For the next programme (starting in April 2020), we are recruiting Achievement Partners in Liverpool (primary phase), East Midlands (secondary phase) and the South Coast - near Portsmouth - (primary phase). Therefore, we would hope candidates are able to support where our need is greatest but we are recruiting Achievement Partners nationally and will work together to match the skills of applicants with the areas of need.



# TEACH FIRST EMPLOYEE BENEFITS



## Benefits

Teach First's core benefits include 27 days holiday per annum (three of which must be taken during the one-week holiday shutdown period between Christmas Day and New Year's Day).

We also offer participation in the pension scheme via Salary Exchange (with an employer contribution of up to 6%), life assurance, income protection and private healthcare.

Through our flexible benefits platform employees can access a bike loan scheme, interest free travel season ticket loans, travel insurance, dental insurance, GAYE and the option to buy/sell annual leave. Employees can also access a range of discounted health and wellbeing benefits through our Vitality health insurance package, including health screening, gym membership, bikes and spa breaks.

We have an attractive agile working policy. When not based in school or needed in the office, you may work in a location that best suits you.

We support flexible working and will consider applications from candidates who want to work part-time hours.

## INTERESTED IN APPLYING?

We would love to hear from you –  
to express an interest in the role  
or if you have any questions,  
simply email Bridget Clay at  
**[leadingtogether@teachfirst.org.uk](mailto:leadingtogether@teachfirst.org.uk)**.

We anticipate that the assessment  
process will begin August 2019.

**We look forward to hearing from you!**



