



Are you interested in becoming a Specialist Leader in Education (SLE)?

The Wandle Teaching School Alliance (WTSA) are currently recruiting for SLEs in the following subject areas to support the work of the Teaching School:

- **Primary English**
- **Primary Phonics**
- **Primary Science**
- **Primary Maths**
- **Primary Behaviour and Discipline**
- **Primary Special Education Needs**
- **Primary Early Years**

What does an SLE do?

SLEs focus on developing leadership capacity. While other roles (for example, Advanced Skills Teachers) focus on developing classroom expertise, this role is about developing other leaders so that they have the skills to lead their own teams and improve practice in their own schools.

This may be done through one-to-one or group support and could involve a variety of activities, such as:

- data analysis
- coaching
- facilitating and training
- joint action planning

If selected, you will be expected to provide evidence that your work has had a positive impact on outcomes for children and young people by developing leadership capacity in other schools.

What are we looking for?

The WTSA are looking for experienced practitioners who can demonstrate the following:

- a history of consistently outstanding practice in a mainstream school setting
- experience in school improvement at a leadership level, including successfully leading one of the identified subject areas across a school or Key Stage
- strong subject and pedagogical knowledge
- awareness of current national initiatives including the drive for mastery
- a clear passion for one or more of the identified subject areas

What is the eligibility criteria?

In order to be eligible, you must be a school based practitioner and work a minimum of three days per week at the school where you are employed.

To become an SLE, you need to have been in a leadership role, below the Headteacher, for at least 2 years. Your headteacher will be asked to confirm that you are in an appropriate role. Higher level teaching assistants are not eligible to apply.

You can be from any type or phase of school.

You do not need to be in an outstanding school or a school that is part of a teaching school alliance, but your school will need to have the capacity to release you to work in other schools. You must have at least 1

specialism from our areas of expertise, which are based on the 4 areas of focus for Ofsted. In this case, it would be Pupil Achievement: Primary English, Primary Phonics, Primary Science, Primary Behaviour and Discipline, Primary Personal, Social and Health Education or Secondary English.

Ofsted Focus:	Areas of Expertise:
Leadership and management	Academies and academy transition; assessment; leadership of continuing professional development; school business management and financial management; leadership of curriculum
Pupil achievement	Art; closing the gap; drama; design and technology; early years; English; geography; history; information and communication technology; maths; modern foreign languages; music; phonics; physical education; personal, social and health education; religious education; science; special educational needs; support for the most able pupils
Quality of teaching	Initial teacher training and newly qualified teacher development
Behaviour and safety	Behaviour and discipline; attendance

To be successful in your application, you should have:

- a successful track record of working effectively within your own school and/or across a group of schools, or working with a range of leaders within a single school
- evidence of successfully using coaching and/or facilitation skills to bring about sustainable improvements
- excellent communication and interpersonal skills
- an understanding of what constitutes 'outstanding' in your field of expertise and the ability and confidence to communicate this
- an understanding of how your specialism and skills can contribute to wider school improvement goals
- an analytical approach in identifying and prioritising needs
- the ability to set and establish new and innovative working practices
- the ability to grow leadership capacity in others

You can also provide supporting evidence gained from completing leadership development opportunities such as:

- the [National Professional Qualification for Senior Leadership](#)
- the [National Professional Qualification for Middle Leadership](#)
- the [SSAT lead practitioner accreditation](#)

Applicants must have the support and agreement of their Headteacher in order to be considered. The Headteacher acts as the applicant's referee and should complete a reference section in the application form which includes confirming that the school has the capacity to release the perspective SLE. The Headteacher will also need to provide a supporting statement showing evidence of how the applicant meets the criteria and how s/he has supported a middle or senior leader from another school or academy. Where it is not possible to draw on an example of outreach work, the Headteacher can provide evidence of how the applicant has supported a middle or senior leader within their own school and what impact this has made.

There is no limit on the number of times a candidate can apply. There is no cost to apply. Candidates may apply to multiple teaching schools, but can only accept designation from one teaching school.

How do I apply?

If you are interested in applying for this position, please download an [application form](#). Please note, you will need to get a supporting reference from your Headteacher.

When is the closing date?

Applications open on: Friday 10th December 2018

Deadline for the receipt of applications: Friday 18th January 2019 at 6pm

Shortlisting: Week commencing 21st January 2019

Interviews and assessment: Between commencing 4th – 8th February 2019

Where can I find out further information?

Please visit: <https://www.gov.uk/guidance/specialist-leaders-of-education-a-guide-for-potential-applicants>
<http://www.wandletsa.com>

Email: Davina Salmon dsalmon@wandsworth.gov.uk

Telephone: 0207 622 1619

Recruitment and Designation Process:

SLE Application Window

- Applicants obtain application form from schoolalliance@chesterton.wandsworth.sch.uk / <http://www.wandletsa.com/sle-vacancies>, completes Section 1 and then sends it to referee (headteacher) to complete Section 2
- Referee completes reference section and returns the application form to Kelly McQueeney via email: schoolalliance@chesterton.wandsworth.sch.uk.



Assessment Window

- The WTSA shortlists applicants and invites shortlisted applicants to face-to-face assessment activities
- Headteacher from another teaching school, a national leader of education (NLE) or local leader of education (LLE) external to the recruiting alliance formally supports and signs off designations
- Teaching schools provide designation recommendations to NCTL, via the designation returns form (DRF)



NCTL validates designation recommendations and confirms outcomes to teaching schools



Teaching schools notify applicants of designation outcomes within 5 working days of confirmation from NCTL

(Appeals window for applicants - 10 days from receipt of outcome)