



## expect...

...leadership	...benefits	...culture and ethos	...students & student admin	...learning & feedback
Expect leaders in this school to be dedicated to enhancing the wellbeing of all staff and moving closer to work life balance	Expect an extended October Half Term	Expect a culture of earned autonomy	Expect detentions sensibly run by leaders to minimise administration and ensure time for restorative conversations and for teachers to plan great lessons	Expect a sensible approach to assessment, monitoring and reporting that maximises impact while minimising workload
Expect every member of SLT to teach to spread the load and to stay current	Expect the choice to do lunch duties or not	Expect to be encouraged to have a social life	Expect quick, numeric and effective report writing no more than three times a year	Expect sensible approaches to Year 11 Interventions with only one Trial Exam a year
Expect a sensibly sympathetic leadership team mindful of the demands of life	Expect only one break duty per week usually you are free the next period	Expect a culture where everyone is valued and wants to help	Expect only three external student assessments a year	Expect sensible feedback strategies that reduce workload but increase impact on student progress
Expect sensible performance appraisal, done with you not to you	Expect access to great onsite facilities	Expect a school calendar that is produced early, in consultation and completely mindful of work life balance	Expect a school with clear expectations for all students and unwavering support from leaders	Expect a culture of sharing of great resources across classrooms and schools
Expect great ICT support; swiftly	Expect the right amount of time for PPAs and the right amount of time to lead your area	Expect a school email protocol that values your weekends, your individual role and your life outside of school	Expect a Behaviour for Learning strategy that is clear, restorative and effective	Expect lesson observations that are part of a holistic picture of effectiveness and ultimately developmentally focussed
Expect a Trust with a wealth of expertise in all educational areas that you will have the opportunity to experience, develop and train within	Expect a Student Support Officer linked to your year group who doesn't teach with the aim of removing all barriers to learning	Expect an inclusive school, dedicated to Restorative Approaches	Expect systems and software that minimise administration and maximise your time to plan, deliver and assess excellent learning	Expect continuing professional development tailored to your own individual needs and career plan; led by a Trust nationally recognised for its commitment to CPD
Expect an open door from your leadership team where your views as a critical friend are openly welcomed	Honorariums, Retention and Recruitment points for the right candidates	Expect a coaching culture that empowers all staff to take effective control of their work	No written reports	Expect personalised induction and continued support as you start your role with us