

### **Information for candidates from the Principal**

Thank you for your interest in the Isle of Sheppey Academy. I joined the Academy in September 2011 as its new Principal because although there was and still is under achievement, I believe there has never been a better opportunity to improve the standards of education on the Island.

The old CVA score of the predecessor school and the Academy, alongside the 2011 VA measure of 974 has never risen above 1000 ever since league tables were invented. Hence, there is scope for progress. Maths and English were both fractionally below 1000 too for their VA in 2011.

The £54m rebuild of both sites removes all the past prejudices of education on the island. This is a new start and not just a new chapter, but a new book for learning in this historically rich coastal part of Kent. We will have the best school building in England by March 2013 - period! Our job will be to ensure the education the students receive and the progress they make in their learning is top dollar!

I also joined the Academy because the progress already made gave me hope for the future. In 2009 22% of students had 5 A\*-C GCSE including Maths and English, in 2010 this climbed to 30% and the national floor target was again reached in 2011 with 35%. We aim to hit 40% in 2012. Could you provide the last 5 weeks of push to reach new heights in the short term and in the long term accelerate progress of all students?

OFSTED visited the school in February 2011 prior to my arrival and again in December 2011 on my 61<sup>st</sup> day as Principal. I take full responsibility for the outcome and the agenda to secure improvement. I need people who are prepared to work hard, say yes when others say no, willing to try something different, but have the 'never say die' attitude that drives forward students and staff.

In an ideal world, I would like the successful candidate to consider training to be a potential Ofsted inspector and use this knowledge to support the Improvement Agenda at the Academy. However, this will not be an imposed requirement.

In a large Academy on two sites candidates with strong organisational skills will be required, but so is someone with a personality who is willing to reach out to students, give staff confidence and support parents to seek the best for their children.

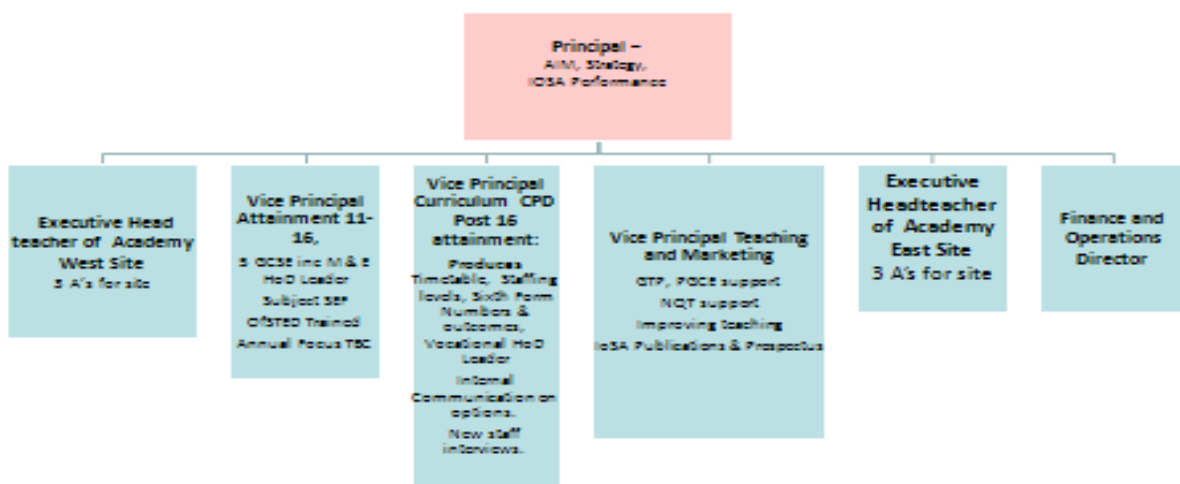
### **Leadership at the Academy**

The Academy's lead sponsor is Dulwich College. This unique post is part of the new independent and state sector joint drive to make a difference, which is central to Government policy. Dulwich College support equality of opportunity and achievement, promote high aspirations, students finding their own strengths, whether they be academic or vocational and developing their own moral compass through a values based education. Ultimately we want students to go forward and make a difference to the communities they serve.

Other sponsors include the Canterbury Diocese, reminding us of our moral duties and Kent County Council of our local context, traditions and the need to promote enterprise to create the economic regeneration this Swale district of Kent requires. The proposed 2000 jobs created by the Sheerness Wind Turbine manufacturing plant will serve as an incentive for the local population to achieve well at school to access the employment opportunities which become available in 2015.

Post OFSTED there is a new leadership structure in which the successful candidate will be central to the success of the academy. The structure will be in place until progress is strong enough to leave the notice to improve category. I intend the Vice Principal attainment and progress to be a post that will not change its focus in the next 6 years. In one sense the post may be a brilliant opportunity for a person looking for headship where they envisage having to take over a school, with two successive OFSTED 3 judgements and an Improvement notice slapped on them.

## Senior Leadership September 2012



Learn Believe Achieve

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The Academy has two specialisms: Business and Enterprise combined with Sport. I want Business and Enterprise to mean more than just BITE (Business, ICT and Enterprise) therefore I will bring Maths and English into the specialism to balance academic needs alongside vocational learning.

Equal support will be given to Academic and Vocational pathways. However, with a current Ebacc score of 0% this is one area where the successful post holder cannot fail!

The Sport specialism will remain and be part of an important driver for improved behaviour for learning, team spirit and self-esteem.

### Finally a little bit about me .....

At the age of 50, having had a surprising half term heart attack at the age of 46, I brow beat my doctor into returning early to my previous school to lead it through a single subject OFSTED. I left a comfortable existence after 8 years of Headship at Wrotham School in Kent for the challenge of the Academy. I am a historian, and passionate about the ability of education to change lives. I taught in my native north east, Derbyshire and arrived in Kent in 1992. I am impatient, think success can only happen tomorrow if we work hard today, demand people show passion and will occasionally intervene in all areas of the Academy because I am so determined we can make a difference. I am

delighted when students reach their potential, want to create a happy school and feel the need to support teachers and other employees as much as I can.

I will take some getting used to, but If you like what you read then I would be delighted to work with a candidate who could offer enthusiasm, intellectual acumen, organisational flair and personal gravitas to the leadership of the Isle of Sheppey Academy. Mere mortals can apply too!

**Your application**

Please complete an Isle of Sheppey Application form, giving the email details of two referees and on one side of A4 answer the question:

**“How will I raise attainment in GCSE core and Ebacc subjects over the next 3 years”.**

Good luck and thank you for your interest.

A handwritten signature in cursive script that reads "David J A Day". The signature is written in a light grey or blue ink on a white background.

David J A Day  
Principal