

## CABINET – 15 MARCH 2011

### CULHAM PAROCHIAL PRIMARY SCHOOL – OUTCOME OF HEADTEACHER APPOINTMENT PROCESS

#### Supplementary report by Director for Children, Young people & Families

1. Interviews were held on 1<sup>st</sup> March 2011 at Culham Parochial Primary School and were attended by two council officers: the school's Improvement Adviser and a Primary School Improvement Leader. Three candidates had been shortlisted and all attended for interview
2. The headteacher position carries with it a significant (approximately 50%) teaching commitment and the candidates were required to teach an observed lesson. None of the 3 candidates' lessons were judged to be better than 'satisfactory' (grade 3 out of 4 on the Ofsted judgement scale) and at least one was not even securely so.
3. During the afternoon interview all 3 candidates demonstrated significant gaps in their practical leadership and management knowledge.
4. In relation to the Personal Specification that was drawn up by the governor appointment panel, the following Essential criteria were not met by the panel's preferred candidate:
  - Understanding of pupil progress data
  - What constitutes quality teaching and learning
  - Ability to promote achievement
  - High expectations and standards of professional practice
  - Recent developments in education
5. For the above reasons the two council officers were firmly of the opinion that no candidate should be appointed and this opinion was presented as the council's formal position. Although, understandably, the governors were keen to make an appointment, the officers' advice was accepted and it was decided **not to appoint** to the position of headteacher of Culham Parochial School.

Meera Spillett Director for Children, Young People & Families

Background papers: None

Contact Officer: Roy Leach, Strategic Lead School Organisation & Planning

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