

Moss Bury Primary School and Nursery

Webb Rise
Stevenage
Hertfordshire
SG1 5PA
Tel: 01438 222 300
Fax: 01438 222 301
e-Mail : admin@mossbury.herts.sch.uk



Headteacher: Gareth Linwood

**Moss Bury Primary School and Nursery Outstanding Teacher
and Associate Assistant Head Programmes**

School Vision

“To be a truly outstanding school in every way”

This means;

- providing our children with an outstanding education within an excellent learning environment.
- Recruiting and retaining outstanding staff
- treating each child as an individual to ensure they achieve their full potential
- working to maintain the highest standards with exceptional expectations for both staff and children.
- encouraging each stakeholder in their development of mutual respect, sensitivity and caring for others.
- seeking to develop within each stakeholder a passion for learning, a thirst for knowledge and the willingness and enthusiasm to try something new
- working to foster outstanding relationships between the larger community and our school.

Date Agreed

January 2016

Review Date

January 2017

At Moss Bury, our purpose is to help people achieve their potential – in the right way.

That means helping our children and families exceed their expectations. But it also means helping our employees achieve and exceed theirs.

As part of our employees' core benefits, Moss Bury will provide generous pension contributions, opportunities for career development both in the classroom and within school leadership and exceptional reward packages for outstanding performance. Employees can also take advantage of a wide choice of voluntary benefits, with discounts and tax advantages on many of them.

Moss Bury Primary School and Nursery understand how important it is to balance work with life commitments. We offer flexible working arrangements where possible, including working from home and job sharing.

Moss Bury Primary School and Nursery believes in high quality Professional Development. Good quality continuous professional development is an absolute bottom line essential for the retention of teachers within the profession as well as the continued improvement of the quality of the service we provide. For those wishing to have a career in classroom teaching we provide an opportunity for Outstanding teacher development through our own Outstanding teacher programme.

Opportunities for promotion are also really important to give teachers an alternative career in teaching. It's important to recognise that progression to middle or senior leadership is not for everyone and other responsibilities are really helpful in encouraging staff to develop particular skills. We provide a unique opportunity for individuals who are looking to take their careers into school Leadership with our unique Associate Assistant Head Programme.

Mossy Rewards is our pay and benefits package. It's designed to reward our employees for their drive, commitment and exceptional service. Mossy Rewards gives them the flexibility and choice to create a benefits package that's individual to them.

When new employees join us, they are automatically enrolled in a core set of benefits. After exceeding their targets set during our Performance Management process employees can then choose from a wide range of Leading Level benefits tailor their benefits to suit their needs.

Our School has an excellent retention rate of above 90% and this is partly due to our encouragement of our staff in a number of ways;

Freedom

If a member of staff has an idea, it should be encouraged. Innovation is the lifeblood of a great teacher. You want to start a club? Run a trip? Coach a team? Go for it. Want to try a new idea with your teaching? Yes, of course you can. Of course, not everything is possible (or affordable), but if there's a spark of an idea it's the school's duty to encourage and fan it into flame, not douse it in the cold water of habit or cynicism.

Support

So many great ideas founder in their application because insufficient support is provided to the staff who are supposed to be putting it into action. How many SmartBoards are there in your current school being used as projector screens? And why? Because staff weren't trained to use them properly. Good teachers need to be supported in the same way or they too will flounder. Everybody struggles and it is precisely at that moment that a colleague, middle or senior leader will be there in our school to help.

Happy Schools

We are a happy school. We believe that at their best, schools are surely the greatest places to work in the world. Getting the culture and ethos right makes this so. School leaders need to shield teachers as much as possible from stress (the umbrella), hold on to what's valuable (the sieve), ensure there is an appropriate work/life balance, and make as much space for fun and laughter in a day's work as possible. Give and take, flexibility, and sensitivity are crucial so that our staff feel supported, looked after, and happy to come to work. And if they're happy to come to work today, you'll come back tomorrow and give your all to the best job in the world.

As a leadership team we will strive to do the following to help your work with us;

- 1) *Communicate, communicate, communicate:* The funny thing about communication is that it's as much about the words you say, as it is about the tone of your voice combined with eye contact, hand gestures, body positioning, and even touch (that proverbial "pat on the back".)
- 2) *Coach rather than manage:* We try to balance giving our team members the authority, the tools and the space they need to do their jobs – empowering them – and staying checked-in as they execute their responsibilities. We aim to be accessible for, and open to, problem solving – whether it's brainstorming next steps or fighting fires. And, be accessible personally – taking a genuine interest in employees as individuals, as people.
- 3) *Establish clear performance metrics and make employees accountable for delivering:* We establish well-defined metrics for evaluating an employee's contribution to achieving business goals. Expect and demand good work. Review performance versus those metrics on a regular basis. Acknowledge good work when it's delivered. Discuss work that missed the mark and jointly determine how to avoid a repeat performance in the next round.
- 4) *Leverage performance reviews to gain insights into employee' goals and aspirations:* As our school grows and matures, and more infrastructure is formalized, performance reviews can be opportunities to discuss employees' career goals, and obtain input for creating stretch opportunities for them — both within their current roles and in new roles.
- 5) *Create growth opportunities:* When hiring we look inside first. We make it a priority to scan the internal environment first to see if there are existing employees who could stretch into the new position...growing to the next level. Make sure employees are aware of internal openings and have a chance to apply for them if they're interested.
- 6) *Underscore positive feedback with something tangible:* We believe that beyond salary/bonus/equity we should think about "rewarding" employees for truly superior performance — How about dinner on the company as a spot award? Or, recognising regular attendance and punctuality? Or, closing the office early before a holiday to allow the team to get a jump on the holiday? Or, recognising the anniversary of you joining our team. Or awarding a personal day after completion of a 'hairy-scary' assignment? At the end of the day – words are just words. While feedback is important, people also need to feel appreciated in a tangible way. The return in terms

of employee loyalty and commitment will far outweigh the financial cost of these “spot” awards over the long run.