



# St Ives School

## 'Every Child, Inspiring Learning, Every Day'

### Why work at St Ives School?

St Ives School is an exciting and rewarding place to work. We expect our students to work very hard and all of our staff to lead by example; a growth mindsets approach applies to everyone in our community!

We have three principles which drive our sustained school improvement: that

- students leave St Ives School with high value achievements and life skills that provide a platform for future success and happiness
- we are inspired to work together to research, design and implement highly effective and sustainable solutions to develop and maintain our thriving school community
- continuous improvement is achieved through a whole school culture and commitment to: Creativity, Engagement and Professionalism.

We know that a great school is built on the very best teachers. We invest time and energy in ensuring we all continue to improve – regular feedback, training and meetings take place with lots of opportunities to share skills, ideas and expertise. We lead our own set of training programmes for teachers, middle and senior leaders and share these across a partnership of schools within Truro and Penwith Acaedmy Trust. You will be working with colleagues who share your passion for teaching, your dedication to removing barriers to education and for providing the highest quality care and support for children. We implement our teaching and learning policies and strategies with consistency and dedication and ensure that these policies are routinely and regularly reviewed so that we are at our best when we 'go live' in the classroom. Our policies and approaches are based on national best practice and on research that evidences that we remain highly effective in all we do.

"Every teacher needs to improve, not because they are not good enough, but because they can be even better", Dylan William.

St Ives School is one of the most improved schools in the South West. Over the last three years our students' outcomes have placed us as one of the top 3 schools in the Cornwall with significantly high progress scores. Student progress in virtually every subject in school is typically well above national averages. In spite of this success, we remain focussed on sustaining school improvement in the future and every member of staff at St Ives School knows that we can do even better for, and with our students.

If you join St Ives School you will be signing up to the belief that 'everyone succeeds' and that 'every child deserves the very best education'. If you join us, it is important you share our goals and values. Doug Lemov describes this as a strategic choice:

'the process of both teachers and school choosing each other explicitly is based in part on a shared mission and a set of core beliefs – is our work measurable? Does knowledge matter? How important is writing? How much orderliness is required? Do we care how classrooms are arranged? Do we care what books teachers choose to read? Do we care how they read them? When schools are explicit about these things and seek likeminded teachers who want to be 'good' by the same definition, the prime beneficiaries are often the teachers themselves'.

We care about all of these things. If you do as well please get in touch (you can do this even if we are not advertising as we maintain confidential lists so we can contact you when a job opportunity arises). I am always delighted to talk to colleagues who are interested in joining our school community and signing up to our vision, values and professional dedication to our students.

Jan Woodhouse  
Headteacher



## 10 Reasons to Work at St Ives School

1. Our staff know that St Ives School is a place that is able to change young people's lives so they can achieve whatever they aspire to be.
2. We believe that every student who joins St Ives School has the ability to be successful, included, supported and challenged and achieve their full potential.
3. 'Everyone Succeeds' applies to all members of our community.
4. We aim to have a great teacher in every classroom; regular coaching and highly effective training will support you to improve as a teacher, whatever your level of experience and skill-set.
5. Bespoke training packages for teachers at every stage of their career: ITT, NQT, second year teachers, outstanding teacher, aspiring middle and senior leaders with opportunities to achieve nationally recognised qualifications through the National College.
6. A Leadership Team who are all focused on children and school improvement.
7. An aspiration to become even better, every day.
8. We focus on eliminating all gaps in progress and achievement: with hard work, there are no limits. 'Growth Mindsets' is embedded in our school culture.
9. A dedicated and highly motivated team of staff working with great students who value what we do for them.
10. A carefully planned induction programme when staff join us with friendly and supportive colleagues, in a beautiful location.