



Stratford St Mary Primary School
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Dear Parents,

Staff Structure September 2018

I'm writing to you today to update you on some exciting news that will take place from September 2018.

When I took up the post as Head Teacher at Stratford St Mary, it was identified we needed to put some additional intervention into key areas to help drive educational improvement. With the support of the School Governors, we identified a modest number of funds to allow the temporary introduction of additional agency staff to provide teaching and cover throughout the whole school. This has meant that over the past 2 years, teaching staff have been freed up to provide increased levels of small group intervention work in the key areas of Literacy and Maths.

As a school, we are now seeing the benefits of releasing teachers to focus on these key areas for development, and where necessary provide targeted intervention for specific groups of children. I'm sure it won't have gone unnoticed that our schools Key Stage 2 results are now amongst the best in Suffolk.

We are fortunate that as the school is now growing, this has meant that the amount of money we receive from the government has also grown proportionately. Following recent discussions with the Governing Body, we have decided that it would be a good use of these modest growth in funds to increase the schools teaching capacity in the short term. This will mean that rather than using external (relatively expensive and at times inconsistent) agency resources to support the intervention work and provide teacher cover, we will have the benefit of a new dedicated teacher. This new member of staff will be more aligned to the ethos and teaching objectives we are striving to achieve as a school and also bring in the ability to release staff in order to support, and further develop, the small group work targeting specific groups in key areas.

I am pleased to inform you that from the Autumn Term 2018, we will be joined by Mrs Edwards. Mrs Edwards is a newly qualified teacher who comes to us with glowing references from her time as a student teacher. Positively, Mrs Edwards' key interests and specialisms are focused around the teaching of literacy at primary level. This will be a great asset to the school. Mrs Edwards will visit the school in the Summer Term to work alongside staff and to meet children and parents.

From September, Mrs

Edwards will take on classroom



responsibility for the Swans Class, supported and mentored by Mr Bassett. Whilst Mrs Edwards will act as lead teacher for Swans, and will oversee general subject teaching for years 5 & 6, both Mr Bassett and I will continue to provide the additional support. This will, in effect, mean that the children of Years 5 & 6 will be exposed to an increase level of teaching by qualified teachers, which exceeds what we can currently provide using agency staff.

This new model has many benefits including:

- Increased teaching contact time for years 5 & 6 by having a class teacher plus additional support from Mr Bassett and I.
- The reduced reliance on outside contractors for the delivery of PE and absence.
- Increased ability to teach across all classes/year groups to deliver specialist subjects such as Computing.
- Support pupil growth by increasing the number of teachers in the school.

I have agreed with the School Governors that we will closely monitor the impact of increasing the teaching capacity; there is a clear expectation that we will be able to demonstrate further improvement in the educational outcomes for all children throughout the school as a result.

This increase in staff will therefore be reviewed by the Governing Body towards the end of the next educational year to ensure that the approach being taken remains justified, both financially and in terms of achievements.

I hope you will appreciate the early notification of the proposed changes for the next teaching year. Both the Governing Body and I felt it was important to let our parents know the plans as soon as we were able to. On Tuesday 17th April at 2.30pm, there will be the opportunity for parents to attend an informal meeting to ask any questions relating to the new structure from September 2018.

Yours sincerely,

Mrs Karen Bilner
Headteacher

