

Strategic Services

📁 Organisation and Management	
Audience	All Infant, Junior, Primary, Special and Secondary Headteachers
Circulation List	All Schools
Type	
Description	Recruitment of Local Authority Funded Advanced SkillsTeachers
Cross Ref	N/A
Action required	For Information/Action
Timing	
Contact	Hilary Craik Tel. 01623 434139 Lawn View House 40 Station Road Sutton in Ashfield Notts NG17 5GA
For schools' use:	

Recruitment of Local Authority Funded Advanced SkillsTeachers

In the near future we are looking to put forward for assessment a small number of new ASTs from across the county and from all phases of education. In addition to this, we would also like to build a succession list of teachers who would be accredited as ASTs and would be funded on an associate basis to work in other schools until such time as a fully funded post becomes available.

We are particularly interested in recruiting teachers from schools in challenging circumstances, or from schools which have recently undertaken rapid development to move them on from this position. We wish to recruit outstanding classroom practitioners who are both innovative and creative and who have a strong desire to share their good practice with colleagues and institutions around the county.

Although we would welcome expressions of interest from all teachers who believe that they have the necessary skills and experience to become advanced skills teachers, irrespective of their areas of interest or subject expertise, we are particularly interested in applications in the following areas;

Primary

- Curriculum design and content (Aspect 1 of the Independent Review of the Primary Curriculum)
- Transition and progression (Aspect 4)
- RE

Secondary

- Mathematics
- English
- Personalising learning – in particular the gateways associated with deep learning i.e. [Assessment for learning](#), [Leading in Learning](#)/thinking skills', [student voice](#), and the [use of new technologies to enhance learning](#)
- History

INFORMATION

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• History

- Dance
- Music
- RE
- Languages

We feel that it is important to point out that the revised standards for ASTs and Excellent Teacher are extremely demanding and the process for assessment is rigorous. With this in mind we would suggest therefore that any aspiring ASTs should familiarise themselves fully with the relevant professional standards. These can be found at www.tda.gov.uk As you will see from the revised excellent teacher and advanced skills teacher standards the AST role is not simply about being an outstanding teacher, but is also about leading change in both your own school and in other settings.

The main responsibility of an AST will be to continue to provide excellent classroom teaching. This will normally account for 80% of their time. During the remaining 20% of their time ASTs will be expected to undertake outreach work. In most authorities it is the case that all of an AST's outreach time is directed and fully taken by the LA, any 'inreach' activity being undertaken during the remaining 4 days per week. This is possible because ASTs are not subject to teachers' working time conditions. In Nottinghamshire it continues to be our belief that any school that creates an AST post must also be given the opportunity to benefit from that post and that while the demands placed on ASTs may be considerable, they also need to be realistic. The time that ASTs can work in support of other others is therefore divided as follows:

Outreach

- Two thirds of an AST's time
- Eight days per term
- Directed by the local authority

Inreach

- A third of an AST's time
- Four days per term
- Directed by the AST's school

Where schools wish to use ASTs to work in support of other schools without reference to the local authority this time should come from inreach time.

During the three remaining days in the year when ASTs could undertake AST related work there will be an expectation that this will be given over to AST related CPD activities and line management meetings, some of which will be directed by the local authority. Where schools are in receipt of LA funding they are entering a contractual arrangement to release ASTs to undertake outreach work.

In exceptional circumstances the local authority reserves the right to take all of the AST's time in order to support another school. This situation might arise, for example, where a school goes into an Ofsted category and the deployment of an AST into the school will be a vital element in ensuring that the school emerges from the category as soon as possible. Where an AST's own school goes into an Ofsted category, through consultation with the AST management team and the school's school improvement adviser, it may be deemed appropriate that the AST should not be engaged in outreach work, thereby allowing the school to use this time to address internal issues.

Teachers, with the support of their headteacher and governing body who wish to apply should do so in writing by 6th March 2009 to Hilary Craik, Schools' Workforce Development

Adviser, CYPS Strategic services, Lawn View House, 40 Station Road, Sutton in Ashfield, Notts, NG17 5GA.

In their letter of application aspiring ASTs should explain their rationale for wishing to become an AST and, with explicit reference to professional standards E5, E7, E8 and A1, provide evidence to indicate that they have the requisite attributes, knowledge, understanding and professional skills to undertake such a role.

Applications will be shortlisted and teachers judged to have strong AST potential will be interviewed by members of the AST management team.

Subject to a positive lesson observation by a primary or secondary specialist successful candidates will be put forward for external AST assessment.