



Kingsmead

Achieving through Caring

Head Teacher: Mark Williams

5 February 2019

Dear Parent/Carer

I am pleased to be able to inform you that, following interview earlier this week, the Governing Body have appointed Mark Williams as the substantive Head Teacher of Kingsmead with immediate effect.

This was the culmination of a long process which started several years ago under the headship of Mark Griffin. As a Governing Body we were very aware from our own experiences, and that of other governing bodies, that finding and appointing candidates for the post of Head Teacher was a difficult task which - if we got it wrong - could lead to disastrous consequences for the school and each student within the school. We, therefore, set about a process of succession planning to try and identify and nurture existing talent within the school, by encouraging staff to seek further qualifications and experience to enable them in due course to acquire the qualities and experience for Headship.

Mark rose to that challenge. Prior to the retirement of Mark Griffin last summer, Mark Williams underwent a rigorous selection process and was appointed as Acting Head Teacher, essentially giving Governors in the region of six months to assess his performance as Head Teacher. At the beginning of this term he was required to apply for the substantive post, along with any other internal candidate who wished to do so. He underwent a further testing interview at the beginning of this week where an independent advisor was present, as a consequence of which, combined with the way he has performed in post since September, the Governing Body was satisfied he has the necessary qualities and attributes to be the Head Teacher of Kingsmead and lead the school through the challenging times ahead.

As well as being satisfied that Mark is the right man for the job, Governors were also aware of the disruption which would be caused to the school at this very challenging time by making an external appointment, and were anxious to achieve continuity if possible.

The Governing Body believe that Mark has the necessary drive, commitment, enthusiasm and vision to lead Kingsmead over the next few years and to ensure that your child gets the best possible education at Kingsmead, in a safe and happy environment. Our aim is that each child should be enabled to be the best they can be and leave Kingsmead equipped for life beyond, whether in further education or the world of work.

I hope as a parent/carer you will join the Governing Body and the staff in supporting the new Head Teacher in this new phase of development at Kingsmead, with the wellbeing and the education of the students at the heart of all we do.

Yours faithfully



Mrs Judith Jackson
Chair of Governors

CARE

ASPIRATION

RESPECT

DETERMINATION

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