



The Astley Cooper School

Part of the East Dacorum Co-operative Learning Trust

12 February 2021

Dear Parent / Carer

Recruitment of a new Headteacher

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Headteacher: Edward Gaynor

The Headteacher at The Astley Cooper School has announced his intention to retire at the end of August 2021, after 10 years of leading the school and 15 years of Headship in Hertfordshire. Since his appointment, Mr Gaynor has successfully raised the school performance to *Good* at our most recent Ofsted Inspection. Under his leadership, he has restructured the senior leadership and subject management teams to a level where we all feel that the school has a successful future ahead. We are also now looking forward to the time when we have a brand new purpose-built school that will serve us well in the years ahead.

We will miss Mr Gaynor for his boundless enthusiasm and energy in running the school. He has built up an excellent rapport with the staff, students and Governors. He will be leaving us at a time when the school is looking forward to significant changes brought about by the current pandemic. This has been a difficult period of management, which under his leadership has been conducted admirably.

The Governors will now be seeking to appoint a worthy successor. We will be working closely with Herts for Learning (HfL) who have been instrumental in providing technical support and advice to the school staff and Governors in achieving the improvement we have recorded during Mr Gaynor's time in office.

We will now need to assess the school's current strength, areas for further development and the type of leadership required to continue the progress already made. The Governors will also be considering what other forms of support they need to secure the right candidate. With this in mind, we will establish a panel made up of Governing board members and professionals to oversee the process.

We will bear in mind the fact that the school leadership is second only to classroom teaching as an influence on student learning; leaders improve teaching and learning indirectly and most powerfully through their influence on staff motivation, commitment and working conditions. The performance of a school almost never exceeds the quality of the leadership and management. The best leaders can transform any school through what they stand for, what they do and how they do it. This has been one of the key features of Mr Gaynor's leadership,

The Governors will be working to ensure a recruitment process is in place that will enable us to recruit the right head teacher for the school. We are grateful that Mr Gaynor has given us the time to make this process successful so that we are able to identify a candidate who will convey our vision for the school and bring an excellent outcome for the students. We will ensure that candidates come from a broad and inclusive background using open and fair selection criteria.

Yours sincerely

Mr R Tucker
Chair of Governors

