

Name	Ronald Pillay Head of English and SLE of English
School	Lammas School and Sports College
	<p>I am the curriculum leader of an outstanding English Department at Lammas School and Sports College (East London) where I have led and sustained outstanding progress above the national average. I have 14 years teaching and leadership experience in a variety of contexts (South Africa; Taiwan and UK) in the capacities of literacy coordinator; lead teacher of teaching and learning; English advisor to the Southern Achievement Partnership Group (Waltham Forest) and Curriculum leader of English.</p> <p>I am committed and dedicated to the sharing of good practice and coaching other Heads of English to ensure the progress and attainment of all students.</p>
Strengths/Experience	<p>An experienced teacher, Head of Department and English Subject Advisor</p> <ul style="list-style-type: none"> • An understanding that students are at forefront of whatever we do and the ability to motivate and inspire staff • Leadership of curriculum in a variety of school contexts • Keeping abreast of the latest developments in Education to inform planning and decision making • Raising Standards Leadership – Assessment, Teaching & Learning • Effective use of Data analysis/ Interventions (marginal gains) designed for maximum impact • Provided inservice training to English Departments, Heads of English and whole school (Maximising Pupil Progress/ Assessment for Learning/ Effective marking and feedback/ Target Setting and Predictions/ Moderation and Standardisation) • Assessment monitoring, Learning Walks and Departmental Audits/ Reviews to meet individual needs through coaching and/or advising • Supported other middle leaders in Lammas and other schools, modelled the design of an effective Department Handbook, SEF, Current Standards analysis and reports on Exams Analysis • Led and facilitated discussions on effective leadership and management within the UK and abroad • Master Classes for targeted groups of students and staff • Modelled good practice (giving lesson feedback/ effective coaching/ effective questioning)
Reference	<p>"Ronald is an exceptional leader of English. He has built a high performing, stable team over his 8 years as Curriculum Leader at Lammas School and Sports College. He has done this through ensuring he is extremely well-informed about his subject content, national developments, assessment, Ofsted criteria and by supporting and developing his staff – and uses all appropriate means to stay well-informed (conferences, ongoing exam board contact, networking, etc). The impact of his leadership is that our English results are outstanding. Like many schools, after years of improvement we suffered a decline in</p>

	<p>2012 but Ronald's leadership has meant that we saw a fantastic increase again this year. The new FFT published analysis of 2013 results, and the DFE Statistical First Release, shows that we are above average on attainment (70% cf 67%) and well above average on expected progress (94% cf 71%). FFT shows that our English department's attainment is in the 5th percentile, and for value-added in the 1st percentile.</p> <p>Ronald is also an outstanding teacher and is able to both model and coach staff in aspects of teaching and learning to support their improvement. He has done this over the years supporting NQTs, Teach First, PGCEs and other staff who are new to the department. He has also led a peer coaching programme across the school and been part of a team of AFL Lead Teachers.</p> <p>Ronald has supported other middle leaders in Lammas, modelling his Department Handbook, SEF, Current Standards analyse, reports on Exams Analysis, etc.</p> <p>Ronald has been asked to present at prestigious conferences such as the Good To Great English conference, and the CMCD annual conference in Houston.</p> <p>Since September 2012, Ronald has been supporting English departments (particularly, but not exclusively, the Curriculum Leader) in the Waltham Forest South Area Achievement Partnership. This is a 2 year funded project to raise standards across these schools. The feedback from the Evaluation has been entirely positive, with improvements in KS4 English results noted in 3 schools in the partnership this year. Of particular note in the feedback is Ronald's commitment to those he is supporting, and his ability to form strong trusting relationships. He is quick to analyse each situation he faces and to find a personalised solution, plan of action and way forward. At the heart of all he does is a desire to provide the best possible opportunities and outcomes for the students." (Ms Shona Ramsay - Headteacher - Lammas School and Sports College)</p>
<p>Impact</p>	<p>My experience outlined above has contributed to:</p> <ul style="list-style-type: none"> • Attainment – A* to C = 70% with a national average of 67%; Progress – 3 Levels of Progress = 94% with a national average of 70.4%. In addition, FFT shows that our English department's attainment is in the 5th percentile, and for value-added in the 1st percentile. • Improved levels of progress across schools in the Southern Partnership (Waltham Forest) • Increased profile of English Departments within and between the schools • Improved outcomes (progress and attainment) at KS3 • Successfully set up and embedded Teaching and Learning Groups in different schools to ensure effective T&L strategies were embedded in all year groups and that progression and interventions were not exclusively associated with Year 11. All members of staff at one particular school who were members of the Teaching and Learning Group were graded as "good" or "outstanding" in subsequent OFSTED inspection.