

Maple Primary School
Hall Place Gardens
St Albans
Herts
AL1 3SW

22nd May, 2020

Succession Planning

Dear Parents and Carers

Firstly I would like to offer my thanks on behalf of the Governing Body to you for your continued support of the school during this unprecedented time and for all the messages of encouragement that have been sent to the teachers and support staff during this period.

However, the purpose for this letter is to inform you of some impending changes to the Senior Management Leadership Team over the next year.

Firstly, I am delighted to announce that Mr. Bowen has recently been elected as a National Officer and the National Vice-President of his trade union - The National Association of Headteachers (NAHT). From May 2021 - May 2022 he will then serve as the National President; and at the end of his Presidential year he will serve for a further year as the Immediate Past-President. This is a fantastic achievement and an amazing accolade to be held in such high esteem amongst his peers nationally. It is a most fitting way for Mr. Bowen to finish his highly successful career in Education.

This is also an enormous credit to the school to have our own Headteacher recognised in this way, although it also comes with great sadness as his term of office as the National President will be a full time commitment and consequently Mr. Bowen will be leaving Maple Primary School at the end of the Spring Term in 2021 for a year's secondment as the National President, prior to then retiring at the end of his Presidential year. When Mr. Bowen leaves Maple next Easter he will have served for 20 years and 1 term as the school's Headteacher, which in itself is an amazing achievement.

As a Governing Body we have appointed our Assistant Headteacher, Mrs. Shanti Johnson, as the Interim Headteacher from the start of the Summer Term 2021 for a period of 4 terms to cover until the end of the Summer Term 2022. The Governing Body will appoint a new permanent Headteacher in time for the start of the 2022/23 academic year. I would like to wish Mrs. Johnson every success for this new challenge, one I am sure she will rise to with the full backing of both the Maple staff and Governors.

As you know, Mrs. Johnson was appointed as the Assistant Headteacher in September 2019 and has been working as an integral part of the Senior Management Leadership Team for the current academic year. As a school we are therefore extremely fortunate to have an extended handover period to ensure the minimum disruption when Mr. Bowen leaves next Easter.

The second piece of news is to inform you that after 19 years as our Deputy Headteacher, Mrs. Val Kemp will be retiring at the end of this Summer Term. Mrs. Kemp will be keenly missed as her enthusiasm and professionalism is outstanding and she has been a great role model and mentor to the younger teachers. Those of us as parents, who have been fortunate enough to have Mrs. Kemp teach our children in Years 5 or 6, know how universally popular she has been amongst the children. I would very much like to take this opportunity to wish her a very long and happy retirement.

As a Governing Body we have therefore appointed Mrs. Johnson as the Acting Deputy Headteacher from September 2020 until her appointment as the Interim Headteacher in April 2021. We will also be advertising for a new permanent Assistant Headteacher who we would anticipate to be in place by January 2021.

In summary, the Senior Management Leadership Team for the Academic year 2020/21 will be:

Autumn Term: Mr. Bowen (Headteacher), Mrs. Johnson (Acting Deputy Headteacher)

Spring Term: As above, plus a new permanent Assistant Headteacher

Summer Term and Academic year 2021/22: Mrs. Johnson (Interim Headteacher), 1 Assistant Headteacher (to be appointed).

Whilst it is never easy to replace a Senior Management Leadership Team, that combined has nearly 40 years of experience at Maple Primary School, we are confident that the structure in place will ensure a smooth transition to a new leadership team. Not only will it enable the school to continue to uphold its current outstanding teaching and pastoral care, but it will provide the opportunity for new ideas and fresh thinking over how the school can become even better.

Mr. Bowen and Mrs. Johnson will be communicating the succession planning news to the children via a film to be sent with Monday messages on 1st June.

I, or any other member of the Governing Body, would be happy to answer any questions you may have; currently the best method of contacting us is via email at governors@maple.herts.sch.uk.

Best Wishes and Keep Safe

Mike White
Chair of Governors