

PAUL NORMAN

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For 25 years I have been a highly motivated, empathetic and hard-working teacher and school leader who believes passionately in the power of education to better the lives of young people and to help them transform the aspirations of their communities. However, I find myself at a point in my life where I want to change direction but maintain my core purpose of helping others. I believe I have a wide range of transferable leadership and management skills and expertise which could benefit a charitable enterprise and would like to do what I can to contribute within the third sector.

I have witnessed for myself the transformative affects charities can have on children who have difficult and chaotic home lives, and I feel I could bring my understanding of education and experience in a socially deprived area to highlight challenges that need addressing. I am also interested in health based, international and animal / wildlife focused work as these areas address my own personal concerns over human impact and our responsibility as a developed nation. I am a strong strategic thinker and a good communicator and have the leadership skills to convert energy and ideas into affirmative action. I prefer a collaborative / consultative leadership style and I am an experienced professional coach, hold a counselling qualification and am also a Founding Fellow of the Chartered College of Teaching.

I believe organisations thrive when they continuously develop their staff skills and experiences through promoting a learning culture, create well planned and focused CPD programmes and actively model lifelong learning from the top. I hold a master's degree and a Professional Doctorate in Education (EdD) and am an Alumni Research Associate for Plymouth University. I have also undertaken research for the National College and the former DfES through a Best Practice Research Scholarship.

EXPERIENCE

27/11/2019 – CURRENT

TEACHER OF ICT, BUDMOUTH ACADEMY

Teacher of Information Communication Technology, Computer Science and Creative iMedia.

01/09/2019 – 27/11/2019

SUPPLY TEACHER, PRO EDUCATION

Teacher of ICT and computer science

01/09/2004 – 31/05/2019

VICE PRINCIPAL, THE WEY VALLEY SCHOOL

My main role is the Leadership of Curriculum and Careers Education, Advice and Guidance. This includes management of staff (including performance management and CPD for the whole organisation), leading curriculum development and practice, and processes for curriculum design, timetabling, examinations, extended learning, careers education and guidance. I have also led school data and information processes and a variety of other organisational roles.

01/09/2002 – 31/08/2004

ASSOCIATE MEMBER OF SENIOR LEADERSHIP, SAFFRON WALDEN COUNTY HIGH SCHOOL

Strategic Overview of ICT. Full Management responsibility for Information Systems in School. Line Manager to Network and Curriculum Teams. Responsibility for ICT Curriculum and delivery including Cisco Networking Academy and Adult classes

Oversight of Assessment, Management of assessment and reporting and Introduction of pupil tracking systems. Strategic Assessment Review

01/09/2000 – 31/08/2004

CURRICULUM LEADER, SAFFRON WALDEN COUNTY HIGH SCHOOL

Leadership and management of ICT Department and Cisco Network Academy

01/09/1999 – 31/08/2000

SECOND IN FACULTY / HEAD OF CDT, SAFFRON WALDEN COUNTY HIGH SCHOOL

Leadership and management of CDT department, co-leadership of wider Technology faculty. Leading on T&L, performance management and curriculum development.

01/09/1998 – 31/08/2000

ASSISTANT SENIOR TUTOR, SAFFRON WALDEN COUNTY HIGH SCHOOL

Assistant head of Year 11 Pastoral team - behaviour and progress management and monitoring. Parental liaison and support for pastoral team. Yearbook lead.

01/09/1993 – 31/08/1998

TEACHER OF CDT, SAFFRON WALDEN COUNTY HIGH SCHOOL

Teacher of CDT - from NQT with increasing roles of responsibility (SEN Liaison, Primary / secondary liaison, H&S officer)

EDUCATION

OCTOBER 2019

EdD (PROFESSIONAL DOCTORATE IN EDUCATION), PLYMOUTH UNIVERSITY

Headteacher experiences and perceptions of standards-led reform in English secondary schools

FEB 2005

MA (EDUCATION), ANGLIA POLYTECHNIC UNIVERSITY

Undertaken with Prof. Stephen Heppell and ULTRALAB, my research focused on the use of technology in education and the effectiveness of e-learning technologies.

DEC 2004

NPQH, NATIONAL COLLEGE FOR SCHOOL LEADERSHIP

JUN 1993

PGCE (SECONDARY CRAFT, DESIGN & TECHNOLOGY), COLLEGE OF ST. MARK AND ST. JOHN

JUN 1992

BENG (HONS), PLYMOUTH UNIVERSITY

2:1 Communications Engineering with a final year focus on network and data engineering.

SECONDARY EDUCATION, SHEBBEAR COLLEGE, SHEBBEAR, N. DEVON

GCE A' Level Chemistry (D), GCE A' Level Maths (E) **JUN 1988**

GCE O' Level Computer Studies (B) **JUN 1987**

GCE O' Level English Literature (B), English Language (B), Physics (B), Chemistry (C), Music (C), R.E (C), CDT (C) **JUN 1986**

GCE O' Level Maths (B) **JUN 1985**

OTHER QUALIFICATIONS

Data Protection and GDPR	2020
Safeguarding	2019
NPQH (National Professional Qualification for Headteachers)	2005
ECDL	2007
Threshold Certificate	2002
Cisco Certified Academy Instructor (CCAI)	2001
Cisco Certified Network Associate (CCNA)	2001
NOF ICT training for teachers	2001
Certificate in Counselling	1998
NDTEF Competence in ICT	1998
Level 1 Italian	1998
Basic Food Hygiene	1997
NAAIDT Health and Safety Certification for D&T teachers.	1993

SKILLS

- Strategic thinker
- Good communicator
- Skilled assessor
- Effective team worker
- Skilled teacher / trainer
- Self-motivated
- Skilled in ICT – SIMS and office tools
- Experienced professional coach
- Good organisation skills
- Creative problem solver
- Skilled in Data management and analysis
- Curriculum Design

ACTIVITIES

I am passionate about personal development and improving my own education and I am currently in the process of completing a number of courses on Udemy, including basic Chinese and Python programming. I plan to complete my training in counselling soon.

To relax, I enjoy cooking and baking and have a long-standing interest in film appreciation (I have also taught Film Studies to GCSE level) and classic comedy, collecting old radio shows, but I also enjoy contemporary comedy. I enjoy foreign travel but prefer to visit areas of natural or historic interest rather than sitting on a beach. I have an affinity with Canada and the USA and enjoy exploring the National Parks with my family. Such trips allow me to develop my amateur skills and enjoyment of photography. I also greatly enjoy music – both participation and enjoyment and have studied Flute. It is an ambition to learn to play both guitar and drums!

REFERENCES

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