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| **JOB DESCRIPTION** | |
| **Job Details** | |
| **Post Title** | Deputy Director of Teaching School Alliance |
| **Responsible to** | Director of Teaching School Alliance |
| **Purpose of job** | |
| **OBJECTIVES:**  The Director of Teaching School Alliance provides the day to day leadership and direction for the Teaching School Alliance, in line with the strategic objectives and key performance indicators as outlined by the Teaching School Council and the Department for Education.  The Deputy Director of Teaching School will play a key role in supporting the vision of the Teaching School Alliance, working alongside the Director of the Teaching School Alliance to maintain and fully develop excellence in every aspect of the operation, thus ensuring it remains at the forefront of educational practice in all areas of its operation.  The Deputy Director will make a significant contribution to the following aspects of the Teaching School Alliance:   * Leadership and Management * Strategy, vision and ethos * Organisation and day to day running of the Teaching School Alliance * Collaboration with Brooke Weston Trust Academies to raise attainment across all schools * Initial Teacher Training recruitment, training and quality assurance activities * Design and delivery of professional development programmes at every level * School improvement and school to school support activities   The Deputy Director will be a highly successful and experienced teacher in her/his subject specialism who is able to enthuse, motivate and inspire colleagues and peers. The successful candidate will have already demonstrated excellent leadership at a Middle or Senior Leader level; having management and communication skills that have the ability to effectively drive forward change, which ultimately impacts positively on the outcomes of schools and educational standards. Great teamwork, high standards, good humour and a capacity for hard work will have been at the core of her/his success. She/he will be a creative thinker with the ability and determination to ensure Brooke Weston Teaching School Alliance remains a centre of excellence in all areas and maintains its ‘gold standard’ reputation.  It is expected that the Deputy Director will demonstrate outstanding practice across all key areas of teaching and learning and have recent experience in, and evidence of, substantial impact on departmental/school improvement.    The successful candidate will play a vital role in realising the vision of improving educational standards for all schools on a local, regional and national level.  In addition to the general duties of a teacher as outlined in the job description for teachers at Brooke Weston, the Deputy Director will undertake the following activities.  **Shaping the Future**  The Deputy Director will work closely with the Director of Teaching School Alliance to deliver the vision of the Alliance Executive Board and address the key priorities of our partner schools. In particular, they will significantly contribute by:   * Implementing the strategic vision of the Teaching School Alliance to raise educational standards across schools * Playing an active role in supporting schools to improve educational outcomes * Lead by example to create a culture of excellence and innovation, fostering positive relationships for all stakeholders * Communicating the strategic vision effectively with all stakeholders, ensuring that there is a clear understanding of high expectations, aspirations and ambitions for all. * Leading and managing CPD programmes delivered through the Teaching School Alliance and its partnerships * Manage the training and induction of NQTs and trainees and be responsible for the registration of trainees and NQTs, in partnership with our university partners and as an Appropriate Body * Supporting Strategic School Improvement Fund projects and other projects funded by the Department for Education   **Teaching and Learning**  Working alongside the Director of the Teaching School Alliance, the Deputy Director is responsible for ensuring that the highest standards of teaching and learning, school to school support and CPD are achieved across the Teaching School Alliance.  The Deputy Director will:   * Contribute to all staff fulfilling their potential by fostering a culture of high expectations, aspirations and ambitions across the Teaching School Alliance * Ensure that learning and student outcomes are at the centre of strategic planning and resource management * Support the development and implementation of monitoring techniques for teaching, learning and assessment ensuring that they are accurate and identify and spread good and better practice across partner schools * Support the improvement of teaching and learning and assessment by sharing good practice * Support the development, organisation and delivery of coaching programmes across the Teaching School Alliance and its wider networks * Ensure that teaching and learning activities and CPD delivered through the Teaching School Alliance is consistently engaging, appropriately challenging and suitably differentiated to meet the needs of all staff across * Keep up to date with the development of creative and innovative practices in all areas of responsibility and where appropriate, implement these within the strategic vision of the Teaching School Alliance * Lead by example and promote positive attitudes * Work alongside other members of the Teaching School Alliance team to develop high quality programmes and activities which address the Teaching School key performance indicators * Ensure equality of opportunity and recognition of diversity are promoted through specific areas of responsibility. * Work alongside the Director of the Teaching School Alliance to ensure that system leaders are effectively deployed * Seek out opportunities to carry out research which will ultimately benefit approaches to teaching and learning   **Leading Staff Development**   * Ensure that CPD helps develop secure understanding of both age related tasks, subject knowledge and pedagogy * Oversee the induction process for School Direct trainees * Design bespoke induction programmes for overseas trained teachers and UQTs * Work in partnerships with other organisations, including other teaching school alliances, the Local Authority, Ambition School Leadership, the Teaching School Council and the Department for Education   **Managing the Organisation**  The Deputy Director will work with the Director of the Teaching School Alliance to ensure effective organisation and management through:   * Managing and organising the Teaching School Alliance environment efficiently and effectively to ensure that it meets all health and safety regulations * Having responsibility for ensuring that the cooperative values and those of the Teaching School Alliance are effectively embedded across all areas of responsibility   **Other Deputy Director Responsibilities**   * Create and foster an environment of reflective practice and CPD, lead by example in all aspects of personal and professional development * Develop and maintain a culture of high expectations, aspirations and ambitions for self and others * Lead by example as a teacher and as a Leader, achieving high standards of student attainment and progress, behaviour and motivation through teaching which is never less than good with outstanding features * Challenge under-performance at all levels and ensure corrective action and follow up * Support the development and maintenance of Academy policies and practices to ensure consistent application * Have a teaching commitment across the Brooke Weston Trust of approximately 8 lessons * Plan, chair and organise meetings as appropriate * Sustain effective, positive relationships with all staff, students, parents/carers, governors and the local community * Liaise effectively with all stakeholders * Attend Teaching School Alliance events * Contribute to, and at times lead, research projects for Brooke Weston Teaching School Alliance | |

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| **Collegiate responsibility** |
| In addition to the specific responsibilities of this post, every member of staff at Brooke Weston will commit to:   * *Providing a courteous and efficient service to students at all time* * *Using their influence with other staff and students to promote high standards of behaviour and order within the Academy* * *Working to maintain the Academy at the forefront of educational practice* * *Fostering and sustaining a culture of independence and creativity in all aspects of the Academy’s operation* |
| **Performance Management** |
| All staff will participate in Brooke Weston’s Performance Management Review scheme as outlined in the Trust’s pay and CPD policies. |
| **Role Review** |
| This job description sets out the main duties of this post at the time of drafting. It cannot be read as an exhaustive list. It may be altered at any time in consultation with the post holder subject to the Principal’s approval. |