



THE MISBOURNE

Headteacher

This Job Description is based upon The National Standards of Excellence for Headteachers 2015. This document sets out in four domains a set of aspirational standards. The Trustees at The Misbourne will use these standards with the Headteacher in developing strategic targets for the school and for the setting of performance development objectives.

Job Purpose	Headteachers occupy an influential position in society and shape the teaching profession. They are lead professionals and significant role models within the communities they serve. The values and ambitions of headteachers determine the achievements of schools. They are accountable for the education of current and future generations of children. Their leadership has a decisive impact on the quality of teaching and students' achievements in the nation's classrooms. Headteachers lead by example the professional conduct and practice of teachers in a way that minimises unnecessary teacher workload and leaves room for high quality continuous professional development for staff. They secure a climate for the exemplary behaviour of students. They set standards and expectations for high academic standards within and beyond their own schools, recognising differences and respecting cultural diversity within contemporary Britain. Headteachers, together with those responsible for governance, are guardians of the nation's schools.
Reporting To	The Board of Trustees
Vision and Core Purpose	<ul style="list-style-type: none">• Articulate clear values and moral purpose of the school, focused on providing a world-class education for all our students• Lead by example and develop positive relationships, behaviours and attitudes towards our students. Engage parents, governors and members of the local community in the constant improvement of all that we do.• Ensure that the education and interests of our students are at the centre of everything we do at the school• Work with political and financial astuteness, within a clear set of principles centred on the school's vision, ably translating local and national policy into the school's context.• Communicate compellingly the school's vision and drive the strategic leadership, empowering all students and staff to excel.
Students and staff	<ul style="list-style-type: none">• Demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes.• Secure excellent teaching through an analytical understanding of how students

	<p>learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and students' well-being.</p> <ul style="list-style-type: none"> • Establish an educational culture of sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis. • Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other. • Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning. • Hold all staff to account for their professional conduct and practice. Establish, implement and maintain rigorous assessment systems that allow the school to measure and evaluate the performance of students as well as ensuring the predictability of educational outcomes.
Systems and Process	<ul style="list-style-type: none"> • Ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity. • Lead strategic financial planning and act as the school's financial accounting officer • Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing their exemplary behaviour in school and in the wider society. • Establish rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice. • Welcome strong governance and actively support the Trust Board to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the headteacher to account for student, staff and financial performance. • Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of students' achievements and the school's sustainability. • Distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.
The self-improving school system	<ul style="list-style-type: none"> • Lead the improvement and development of the School on the basis of evidence and knowledge about effective practice, and promote a strong culture of continuous professional development for our staff and succession planning. • Demand ambitious standards for all students, overcoming disadvantage and advancing equality of opportunities, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes. • Inspire and influence others and to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Date:

Signature:.....

Printed Name:.....

Date:.....

Signature:.....

Printed Name:.....

The Misbourne is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

The post holder is deemed to be in a position of trust and maintenance of satisfactory DBS and DFE clearance is essential