

JOB DESCRIPTION

JOB TITLE:	Director of EBacc and More Able Champion
TEAM/FACULTY:	Senior Leadership Team – Leader of EBacc and More Able Champion
JOB PURPOSE:	To ensure that the teaching of EBacc subjects is of the highest possible standards and that students of all abilities and Key Stages maximise their progress; To drive standards across all EBacc subjects; To quality assure all EBacc provision and proactively manage the subject improvements To be Champion for High Ability students to ensure an ambitious school experience for them and ensure they reach their highest potential
SALARY:	Leadership Pay Spine: L6 – L10
ACCOUNTABLE TO:	A member of the Executive Team

STRATEGIC VISION, RESPONSIBILITIES & ACCOUNTABILITIES

This Job Description should be read alongside the range of professional duties of Teachers as set out in Part 10 of the Teachers' Pay and Conditions Document.

The Director of EBacc and More Able Champion will be accountable for maximising student attainment and driving teaching and learning across the subjects through innovative curriculum development, robust leadership of the teams, working with the Heads of Faculty and effective management of the faculty allocations.

As a member of the school's Senior Leadership Team, Director of EBacc and More Able Champion will contribute effectively towards the strategic development plan of the whole school.

STRATEGIC AIMS – SCHOOL IMPROVEMENT PLAN STRANDS

STRAND 1

VALUES & ETHOS

- Play an active part in the wider senior leadership team, leading and driving forward school priorities.
- Lead, support and secure the commitment of colleagues within EBacc subjects, including any non-teaching staff designated to the faculties, to the vision, ethos and policies of the school and promote the highest levels of outstanding achievement in all EBacc subjects.
- Embed ambition and drive rapid and sustained improvement across all EBacc subjects to swiftly secure high levels of achievement and student success beyond national expectations.
- Effectively support colleagues in leading and managing students to deliver impact and success.
- Represent the EBacc subjects at Leadership level and deliver the school's policies at faculty level.
- Organise and lead meetings during which whole school development issues are highlighted and driven alongside those of the faculties.
- Lead, support and challenge staff to achieve the school's strategic priorities.

- Contribute to the implementation of the school improvement plan; taking responsibility for effectively leading appropriate aspects of it; routinely quality assuring, monitoring and evaluating success of strategies.

BEHAVIOUR & SAFETY

- Embed and model the school's value words in to every aspect of the working practices of the EBacc subjects (non-core)
- Through rigorous monitoring and support, ensure that colleagues implement and adhere to the school's Behaviour Management Policy, ensuring the health and wellbeing of students is maintained at all times.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support differences to ensure equal opportunities for all ensuring also that the SOL supports this. Arrange for students to provide regular feedback and offer suggestions for improvements.
- Appreciate and support the role of others, providing feedback to support their progress and challenging any underperformance.
- Recognise own strengths and areas of expertise and use these to lead, advise and support others.

STRAND 2

ACHIEVEMENT & STANDARDS

- Drive standards and expectations across the EBacc subjects and for More Able students to maximise student attainment by ensuring all teachers are planning to secure accelerated learning at 4LP and beyond, holding colleagues to account for students' performance and outcomes.
- Have a strategic overview of and be accountable for progression within the teaching groups, subjects and key stages across the EBacc subjects, including those students working outside the whole-school timetable in E&E.
- Lead the forensic analysis of progress data at individual student level at each collection point and after each examination result set is received. Address outcomes with relevant deliverers at individual student level using the results to make teaching more effective and to implement appropriate interventions and programmes to target areas of concern.
- Identify and eliminate barriers to learning across the subjects and ensure that currently low performing groups including all FSM students, SEN and Boys rapidly secure and sustain significantly high achievement compared to national figures.
- Lead the development of appropriate assessment recording and reporting procedures in line with whole school policy; assessing against targets to ensure rigour and accountability of student progress at all levels.
- Monitor and evaluate the use of assessment for learning across the subjects and key stages to ensure that high aspirations impact positively on raising achievement beyond national expectation.
- Provide and present robust and up-to-date student data to Accountability Meetings.
- Provide rigorous, insightful and innovative curriculum leadership; staying abreast of changes at National level that impact upon the faculty curricula, reviewing and revising these as appropriate to meet the needs of the students, the school and in the light of Government changes.

- Ensure through systematic QA that high quality schemes of learning for all subjects and all year groups are planned in line with National Curriculum requirements and that they have a range of clearly planned assessment opportunities focused on creating rapid progress, at 4LP and above, for all learners.
- Play an active part in raising attainment across school by being part of the Senior Leadership Team: contributing towards cutting edge curriculum design and being continually creative in adopting new innovations in practice to drive standards forward, pushing our headline indicators well above floor target and well beyond what would be expected nationally.
- Ensure accurate examination entries are made and meet deadlines in respect to this to avoid late fees.

TEACHING & LEARNING

- Embed a clear vision for assessing learning and progress which embodies high expectations of staff and learners across the EBacc subjects, ensuring that all groups of learners meet at least national expectations and that many exceed these.
- Play an active part in shaping the direction of teaching and learning across school by being part of the Dearne Improving T&L Team: contributing ideas, sharing outstanding practice and being open to any avenue of change that drives standards and creates a 'buzz' around learning, progress and achievement.
- Provide outstanding development opportunities within the faculties through collaborative planning for progress, peer work scrutiny and sharing good practice, so that colleagues' day to day teaching is at least good in respect to their practice and leads to rapid and sustained progress for students.
- Rigorously monitor and evaluate the quality of teaching and learning across the faculty through learning walks, work scrutiny, student and teacher voice and all school initiatives that drive improvement to support the development of the faculty and those working within it.
- Consistently model the teaching of engaging and effective lessons that motivate, inspire and improve student attainment and embed an Open Door ethos across the faculty.
- Work with Lead Practitioners: Improving Literacy to ensure that the teaching of Literacy is embedded within the schemes of learning and that colleagues within the faculty are confident deliverers.
- Work collaboratively and extensively with the other EBacc Heads of Faculty, e.g. Head of Maths and Head of English and partner Primaries, to promote rapid and sustained progression in literacy and numeracy across all key stages and all subjects.
- Take responsibility for embedding Enterprise and Employability within the SOL focusing especially on linking skills and attributes that are pertinent to the subjects within your faculty and the career progression they may support.
- Participate in related recruitment and selection activities.
- Lead and champion the provision for "High on Entry" students ("More Able"), ensuring they reach their full potential through ambitious classroom and out of classroom experiences.

STRAND 3

WIDENING OPPORTUNITIES

- Work with other post holders in the faculties to support them in driving innovative pedagogical practices, enrichment opportunities and the implementation of modern technologies forward across the faculty.
- Provide effective induction and ongoing support for new members of the faculties and those who are on long term supply.

LEADERSHIP

- Actively develop leadership and management skills in others.
- Lead all colleagues across the faculty to deliver rapidly improved outcomes for students.
- Effectively appraise those colleagues for whom you have responsibility within the whole school appraisal policy, maintaining dialogue throughout the year.
- Contribute effectively to leadership across the school.

GENERAL

- Take on specific leadership and management tasks related to the day to day running of the school.
- Undertake administration and organisation of the provision for More Able students as requested by the Principal.
- Create and maintain positive and supportive relationships with parents, governors and the wider community.
- Engage with appropriate training opportunities to promote professional effectiveness in your role and to support the work of the faculty.
- Any additional tasks by agreement with the line manager which are commensurate with the responsibilities and remuneration for this post.

SAFEGUARDING

- The Dearne ALC is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks

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