



AVANTI SCHOOLS
TRUST

Post title: Head of School Improvement, Primary

Reports to: CEO

Location: AST Trust Offices

The Role

The core purpose of the job is to provide operational educational leadership at Trust and school level to realise the Avanti vision and achieve Key Performance Indicators.

In pursuit of the above the Head of School Improvement will carry out the following key duties and responsibilities:

- Work closely with the CEO and Director of Education Strategy and the principals to shape and embed world class teaching and learning that imbibes the unique Avanti ethos and a vision of high standards and ambition for all in Avanti schools;
- Provide capacity, support, challenge and advice to school leaders to build and sustain highly effective schools with a strong culture of continuous improvement;
- Line manage Principals;
- Ensure full implementation of the AST operating model (OP) for teaching and learning and keep the curriculum under review to ensure it provides creative and exciting contexts for learning;
- Ensure a Trust-wide programme of CPD for all teaching and support staff;
- Provide school inspection support, alongside the Director of Education Strategy, and commission biannual school reviews;
- Monitor effective implementation of the follow-up improvement actions arising from AST school reviews, inspections or investigations.
- Support the principals to carry out robust performance management;
- Respond effectively to the specific operational and developmental needs of each school, including performance management, delivery of key priorities and school accountabilities;
- Provide a short-term interim school principal role, in the very rare circumstances where this might be necessary and the school lacks internal capacity;
- Keep the CEO and Director of Education Strategy informed of the status of each school's successes, immediate risks, and opportunities to ensure that the AST dashboard accurately informs short-term planning and resources of the Board.
- Contribute to the development and implementation of AST central policies and projects for the schools as and when so required;
- Report to the Standards Committee of the Board about school performance and effectiveness.

Person Specification

Qualifications

Educated to at least graduate level with strong evidence of highly successful school leadership and continuous professional development.

Qualified teacher status is an essential requirement.

Experience, Knowledge and Skills

- Successful school leader with proven track record as a headteacher (or equivalent role) with experience of highly effective schools and improving standards.
- An exemplary classroom practitioner able to model best pedagogical practice and establish positive relationships with young people.
- Strong grasp of whole-school curriculum organisation, strategies and practice that leads to achievement and high standards for all.
- A strong grasp of current educational issues, including the most up to date research on developing high impact professional teams leading teaching and learning.
- Excellent knowledge, understanding and skills of data analyses, interpretation and applications for improving standards.
- Track record of turning vision into reality by creating a culture of high performance and excellence.
- Proven experience of improving performance of senior leaders and sustaining high morale.

Personal Qualities and Characteristics

The candidates will be able to demonstrate the following personal qualities, attributes, and characteristics:

- Personal drive to secure all-round development and well-being of children;
- Commitment to advancing the distinctive Avanti ethos and vision;
- Ability to inspire professionals and create high performing teams;
- Able to influence ideas and opinions to achieve the desired improvements;
- Able to quickly grasp and respond effectively to complex information and data;
- Ability to motivate, facilitate and work collaboratively with a wide range of stakeholders;
- Exceptional oral and written communication, and presentation skills;
- Highly developed interpersonal skills.