**Job Description: Research School Lead**

**Reports to:** Regional Director

**Contract:** Fixed term to 31st August 2020

**Salary:** Leadership scale - negotiable for right candidate (please call for further details)

**Location:** Hastings

**Start Date:** 1st April 2018

**The Role**

To work with other schools in Hastings supporting them to make better use of evidence, to inform their teaching and learning.

To add capacity to current Senior Leadership Team at Blacklands in order to provide school to school support through the outstanding teaching and learning currently based at Ark Blacklands Primary Academy.

This role is part of the Ark Hastings Regional Team and plays a key role in helping to shape the network as we grow.

**Key Responsibilities**

* To lead and manage the effective use of educational research, to inform and improve teaching practice both within the Research School at Ark Blacklands Primary Academy and in the Hastings Opportunity Area, to enable the highest possible outcomes for pupils of all ages
* To enable the Research Schools Network to grow, locally and nationally
* To put evidence-based research at the heart of the teaching profession
* To enable all schools and providers within the Hastings Opportunity Area to take part in research and have access to quality Continuing Professional Development
* To support schools in implementing their own research, applying for funding, presenting evidence and sharing outcomes

The post-holder will connect the school and its network to the world of educational research, challenging employees at all levels to evaluate their practice whilst simultaneously acting as a filter and enabler. The role will be shaped by the experience, expertise and ambitions of the successful candidate, and will be subject to review and change in each successive year to support individual professional development and the evolving school, Opportunity Area and Research School Network (RSN) needs.

**Strategic, Operational, and Developmental Responsibilities:**

Establishing a strong network of schools and providers in the Hastings Opportunity Area by**:**

* Assisting schools in establishing, sharing and building on their own classroom based research, through the use of evidence to inform whole school improvement
* Considering how best to implement changes and new initiatives, to help shape school leadership decisions based on classroom evidence
* Establishing a network of Research leads across the Hastings RSN, and in time the wider region, including recruitment, mentoring and training
* Communicating, liaising with and advising all schools and wider stakeholders locally, such as the Local Authority, Multi-Academy Trusts, Teaching School, Opportunity Area Board and Educational Improvement Partnership (EIP)
* Organising meetings and communication via the Research School, as the central hub of evidence based research
* Improving Continuous Professional Development (CPD) by evaluating the impact of training in schools and looking to create new or develop existing provision to make high impact and cost effective professional development available to all
* Advising members of the Leadership teams at schools within the RSN, the Hastings Opportunity Area Partnership Board or wider national Research School Networks as required
* Securing funding streams for research from local and national bodies, for use in schools and within the Research Schools Network.

**Leading the Research School as part of the national network by:**

* Articulating and modelling the Research School’s and wider Research School Network’s vision for the use of research, developing and implementing coherent operational plans which promote and sustain continuous school improvement
* Attending meetings at a national, regional and local level, as well as liaising directly with all partners at these levels, to share information and bring about continuous improvement
* Establishing and managing links between higher education institutions and other bodies capable of providing high quality expertise to the school and RSN
* Representing the Research School and the Hastings Opportunity Area at regional and national Research events, including the hosting of such events at the school
* Sharing the work of the RSN with the wider educational community via: conferences, effective use of social media, and contributions to Institute of Effective Education (IEE) and Educational Endowment Foundation (EEF) resources
* Facilitating research conducted by Higher educational institutions within the school and RSN

**Putting evidence-based research at the heart of the teaching profession by:**

* Looking at what works, evaluating impact and sharing how teaching, learning and pupil outcomes might be improved
* Encouraging and supporting schools in finding out about, acting on findings to and ultimately taking part in classroom-based research
* Fostering a culture of Research-informed classroom practice through: creation and distribution of Research Bulletins, celebrating the successful use of research by teachers, creating funded opportunities for certificated professional development in the field of research
* Acting as an enabler for colleagues within the network seeking to conduct original research. (This may involve acting as a critical friend and protecting against cognitive bias)
* Analysing data, reports and drawing conclusions from research, so that findings can be shared, as well as signposting providers to other sources of research and evidence
* Establishing research projects at a Hastings level, to feed into the national network, where evidence and outcomes are presented and shared
* Understanding current established evidence and developing that which is in its infancy so that evidence is disseminated and translated into useable knowledge
* Encouraging innovation and looking to embed more of a ‘risk taking’ culture amongst professionals, so that improvements can grow from the classroom and be shared at local, regional, national and international level

*The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.*

FURTHER INFORMATION

This is a key full time leadership position for the school, therefore the role comes with an expectation of a commitment to Ark Blacklands Primary Academy in developing teaching staff within the Ark Hastings Primary Academies. The postholder will also support staff with their own research projects, as well as undertaking own research within school.

You will be based at the Hastings Research School at Ark Blacklands Primary Academy, but will also be expected to travel to local, regional and national meetings, as well as communicating with key stakeholders via online messaging and video-conferencing.

(The position is funded until at least Summer 2020; extension will depend on the successful growth of the Research Schools Network nationally and regionally, as well as future funding streams and models. The vision is for Research Schools to grow and become self-sustaining.)

**Person Specification: Research School Lead**

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| Criteria | Essential | Desirable | Assessment method |
| Qualifications | * Educated to at least Degree standard or equivalent
* Qualified Teacher Status (QTS)
 | * Postgraduate qualification
 | Application |
| Experience | * Experience of working with/engaging with a range of professionals/services
 | * Experience of leading on multi-school collaborations
* Experience of evidence-based research in education or another sector
* Track record of successful project management
 | Application  Interview  |
| Skills | * Excellent IT, interpersonal and budgeting skills
* Excellent communication skills: orally and in writing
* Ability to analyse data, compile results, draw conclusions and suggest next steps
* Ability to present information to a wide range of stakeholders
* Ability to successfully manage projects achieving short, medium and long term goals
* Ability to devise and implement high quality improvement plans
* Excellent class teacher
 | * Ability to successfully share the ‘Research Schools’ key messages, and bring on board a wide range of stakeholders

  | Application  Interview  |
| Knowledge | * Knowledge of latest Dept for Education and wider educational developments
* Knowledge of the Primary Curriculum
 | * Knowledge of educational arena nationally and internationally
* Knowledge of what research tells us about effective leadership, teaching and learning
* Knowledge of the Primary and Secondary Curriculum

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|  | * Ability to share a dynamic vision for the implementation of programmes and projects
* Genuine passion for the use of research in improving educational outcomes
* Excellent interpersonal skills, to engage and enthuse a wide range of stakeholders
* Ability to work calmly under pressure
* Good organizational skills
* Solo working as well as excellent team-work ethic.
* Ability to reflect on and evaluate own practice to continually improve
* Enthusiasm and flexibility in response to a fast-changing work environment
* Adaptable, honest, pro-active, reliable, loyal
* Receptive to new ideas and challenges
* Quick learner
* Positive ‘can do’ attitude.
 |  | Interview |