

Achievement Partner - Secondary - East Midlands (Derby and Nottinghamshire)

Purpose of the team:

Together with schools, we're developing the next generation of inspiring teachers. Now we want to do more, to build a fair education for all. We want to help schools keep improving - for pupils and staff.

Teach First offers tailored support and development opportunities to help teachers and school leaders stay and thrive where they're needed most. **Leading Together** is a free, two-year programme that aims to build and sustain strong leadership teams in the schools that need it the most. Each school on the programme is matched with an Achievement Partner, an experienced coach, facilitator and school leader, who works alongside the school team over the course of the programme.

What makes it different? The bespoke support it gives to the *entire* senior leadership team, accelerating the school along its own improvement journey. It's all about helping a school make sustained improvements to create a culture and environment that every teacher and pupil can thrive in.

Purpose of the role:

The Achievement Partner supports, guides and coaches school senior leadership teams throughout the two-year Leading Together programme, based on schools' contexts. This includes helping teams to understand their school needs, create a robust plan, and implement strategies to make lasting improvements across the whole school. The Achievement Partner acts as an objective pair of eyes for the leadership team - supporting the teams' visions for their schools while also picking the right moments to constructively challenge.

At this level you will:

1. **Impact:** Support and guide a portfolio of schools through the Leading Together programme, so that their leadership teams create sustainable and impactful change.
2. **Communication:** Provide expert training, coaching and support to Senior Leaders and Headteachers within your portfolio.
3. **Innovation:** Use your deep sector experience to work with Headteachers and Senior Teams to complete a rigorous school diagnostic, and to support Headteachers and Senior Teams to implement and embed priorities for development across the school.
4. **Knowledge:** Achievement Partners have experience of leading a school through sustainable improvement and use this expertise to support schools and their leadership teams.

Your responsibilities will include:

- Leading the delivery of the Leading Together Programme for a portfolio of schools, including overseeing the experience and engagement of your schools throughout the programme.
- Using your deep sector experience to work with Headteachers and Senior Teams to complete a rigorous school diagnostic, to understand strengths and priorities for development across the school.
- Working with the Senior Leadership Team in each school to create and develop a strategic improvement plan which will drive significant and sustained school improvement.
- Coaching and mentoring all members of the Senior Leadership Teams.
- Providing ongoing feedback to the senior leaders by tracking and monitoring progress throughout the programme.

- Facilitating high quality content through workshops and seminar delivery.
- Working closely with the Leading Together team ensure appropriate interventions are deployed in each school to support whole school improvement, and working closely with the East Midlands regional team to offer a relevant, contextualised support offer to schools.
- Create a community of practice across your school portfolios, supporting schools to collaborate, share best practice and learn from one another.
- Recognising where our work puts you, key stakeholders and employees into contact with children and young people and understand your obligations in regards to Safeguarding and the protection of children by completing the mandatory training and reading our DBS and Safeguarding policies.

The critical responsibilities of this role are described above. They may be subject to reasonable changes from time to time in line with business need. As part of the role you may be required to travel to other UK locations from time to time. You will also be required to attend away days/retreats and the annual "Offsite" event which is mandatory for all employees.

Important: We are unable to accept applications from individuals who are subject to a current bar from teaching in schools in the UK. Please note that all successful candidates will be vetted against the Teacher Regulation Authority list of published hearing outcomes before a job offer is made.

Person Specification

Essential skills and experience:

- **Setting Strategy and Vision:** strong experience of senior leadership and successfully working with others to develop and implement improvement strategies. Proven track record of developing and delivering robust school improvement plans.
- **Delivering Results:** you are an experienced, consultants/current or former headteachers or established vice principal/deputy headteacher with experience of delivering sustained improvement. Significant experience of evidenced-informed school improvement strategies and approaches, along with the ability to prioritise those most likely to be impactful.
- **Relationship Management:** Strong relationship building experience and an ability to quickly build credible, trusting relationships with senior stakeholders.
- **Teacher Development:** Significant experience of delivering programmes and content to drive senior leader progress. significant experience of coaching and developing senior colleagues as a group and as individuals. Strong experience in adult learning, tracking and monitoring progress.

Desirable skills and experience:

- **Teacher Development** - Experience developing and coaching headteachers.
- **Knowing the Market** - Deep knowledge of regional and national issues, policies and trends.

All our employees are expected to model our values and help others to do so.