**POST TITLE: Senior Leader - Outcomes**

**LINE MANAGER: Deputy Head Teacher**

**Key relationships:** Leadership Team; Directors of Learning; Heads of Subjects; Data Manager; Examinations Officer; Headteacher and staff; Academy Trust and Governing Body; Academy community including parents/carers, external agencies, local community and other schools

**Job purpose**

* To lead and manage the task of creating and maintaining conditions in which the students can reach the highest educational standards at the school through the delivery of the School Improvement Plan. Creating and maintaining an ethos which brings out the best in staff and students across the school to ensure continuous improvement.
* To be responsible for the academic outcomes of all students and work to identified key performance indicators in regard to student outcomes.

**Key responsibilities**

* Operational leadership and management of the collection, codification and dissemination of all assessment data in liaison with the Data Manager, including student tracking
* To strategically lead and create effective assessment that provides accurate and robust data which are underpinned by effective monitoring and tracking systems. This includes:
* Lead on the creation and monitoring of aspirational student target grades, ensuring they are communicated in a manner to all stakeholders that generates student motivation and provides an outcome that generate positive progress.
* Lead the development of assessment and ensure data provided by teachers is accurate
* Work with staff to ensure that assessment is formative and secures pupil progress
* Lead the Data manager to ensure appropriate monitoring and tracking systems are in place
* To work with heads of department to ensure whole school standardisation practices are in place e.g. context sheets, assessments, intervention
* Develop systems for effective moderation to ensure accurate current and predicted grades are made by all teachers
* Work with Heads of Departments to ensure that intervention programmes provide greatest impact and are therefore value for money. This includes:
* Develop and lead the processes and procedures that identify under-performing students and liaise with departments regarding the implementation of effective intervention plans
* Coordinate effective communication with parents and carers regarding student performance
* Monitor the effectiveness of intervention plans
* To lead an effective pupil premium strategy which tracks and monitors the performance of disadvantaged students and puts in place intervention in order to ensure progress is in line with non-disadvantaged pupils nationally. This includes:
* Monitor and track the performance of disadvantaged pupils
* Plan and implement appropriate intervention where necessary
* Assess the impact of interventions ensuring that adaptations are made where interventions are not having impact
* Monitor the use of the pupil premium budget to ensure value for money is achieved
* Create and update strategy paperwork, ensuring it is uploaded to the school website.
* To lead an effective catch-up funding strategy which tracks and monitors the impact of fund in ensuring all key groups achieve targets. This includes:
* Identify underperforming groups and create a plan to address any gaps in knowledge and/or barriers to learning
* Monitor and track the performance of all key groups to ensure catch-up funding is appropriately deployed and makes an impact
* Identify and quality assure providers (where necessary) to support interventions
* Assess the impact of any catch-up funding interventions to ensure value for money is achieved
* Create and update strategy paperwork, ensuring it is uploaded to the school website.
* To raise pupil outcomes across the school ensuring all key groups of students achieve targets. This includes:
* Work with the data manager to ensure accurate and robust data is available which clearly identifies any underperforming groups
* Monitor and track the performance of groups across all subjects and work with Middle Leaders to plan intervention
* Run study skills workshops to prepare students for their public examinations.
  + In liaison with the Data Manager, to support the design, maintenance and promotion of accurate and timely student reporting systems and processes to parents and appropriate stakeholders, including oversight of Parent Evenings/Days.
  + Line manage areas within the school as directed by the Headteacher and provide outstanding leadership and guidance to those line managed through regular, effective, and focused line management. Holding areas to account for the progress, attainment, and wellbeing of students in their respective areas.
  + Responsibility for the production and publication of all study support and revision schedules, both in term time and out of, to support the preparation of students to secure their best outcomes.
  + Responsible for the homework strategy and personalised learning, in conjunction with the Director for Independent Learning.

**General leadership responsibilities**

* + To lead on aspects of the School Development Plan (SDP) pertaining directly to this role and to contribute to the wider shaping of the Plan.
  + To lead on aspects of the Self Evaluation Form (SEF) pertaining directly to this role and to contribute to the wider shaping of the SEF.
  + To attend Governance meetings as scheduled and provide clear, timely accurate information and papers as required.
  + To be a highly effective practitioner and lead teaching and learning within the school by example in the classroom and through lesson observation feedback and coaching. To meet all requirements as appropriate of the Teachers’ Standards.
  + To share with other members of the Leadership Team the responsibility for the daily administration and good management of the school. This includes extensive participation in Learning Walks, Detention sessions, break/lunch duties and generally being highly visible at all times.
  + To annually participate in continual professional development, setting an example to all staff that all are responsible for their continued professional development.
  + To undertake other duties as may reasonably be assigned by Principal, recognising that the duties of this post may vary from time to time without changing the general character of the post or level of responsibility.