



School Improvement Advisor Recruitment Pack

April 2022

Welcome to our Trust



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Thank you for expressing interest in the post, and taking time to engage with the materials. We are incredibly excited to be able to recruit a School Improvement Advisor to the central Education Improvement Team. This new role will be integral in delivering the school improvement strategy across the trust. The key focus of the role is to raise educational standards for all pupils, with particular focus on ensuring strong progress and attainment for those who are from a disadvantaged background.

This is a brilliant opportunity for an ambitious senior leader to have impact on a large scale. Whether it is working with school leaders on implementing effective school improvement strategies, delivering CPD across the trust, our clusters and in individual schools, or working with the trust strategic lead for curriculum to enhance the Rise curriculum materials, the work you will be doing will be varied and interesting.

Joining a growing trust gives the post-holder the ability to help shape the future of the trust school improvement strategy, and deliver our aim of being the highest performing trust in the East Midlands.

We have incredibly high aspirations for our trust, schools, and pupils, and truly believe that through our evidence-led approaches and a commitment to delivering excellence, we can achieve them.

I look forward to hearing from you.

Dave Ellison-Lee
Director of Education



About RISE MAT



Rise is currently a family of 14, soon to be 19, schools across north, west and central Leicestershire that will continue to grow over time. With the release of the government white paper on the growth of MATs, and being named as one of the 3 Leicestershire Dioecian MATs that has been identified in their MAT strategy to grow, we recognise now is the perfect time to grow our Education Improvement Team.

Our 14 schools currently in the trust provide a 'good' standard of education, and the trajectory of school improvement over time as been strong. However, we believe that with your help, we can be more than good; we can be great.

We currently have a strong tiered school improvement offer, so that all schools receive the support they need at the right time, and it allows every school to develop, no matter what their current educational effectiveness.

We take research and evidence seriously at Rise, but we also ensure we remain practical. Our philosophy is that we ensure we engage with the evidence base, while also translating this into practical examples and take-aways that can then be applied in schools.

In short, Rise is an exciting place to be right now...

Our vision

ALL RISE PUPILS WILL FLOURISH AND SUCCEED BY:

...being more than ready to move on to the next phase of their educational journey. Pupils will have the subject **knowledge** they need to thrive. They will love school, love learning and want to know more about the world around them. Rise pupils will be **wise** and **hopeful**.

Rise pupils will have a deep sense of **dignity and show respect** in all they do. Their primary education will be full of memorable moments that stay with them forever. They will be aspirational, creative, productive and **live well together**.

ALL RISE STAFF WILL FLOURISH AND SUCCEED BY:

...being supported to acquire and use their **professional knowledge** they need to enable Rise pupils to achieve great things. Staff will work in a **can-do culture** where adult learning is valued as much as children's learning. Staff will **work collaboratively** within and beyond the family of schools, with an unerring focus on improving the quality of education they provide.

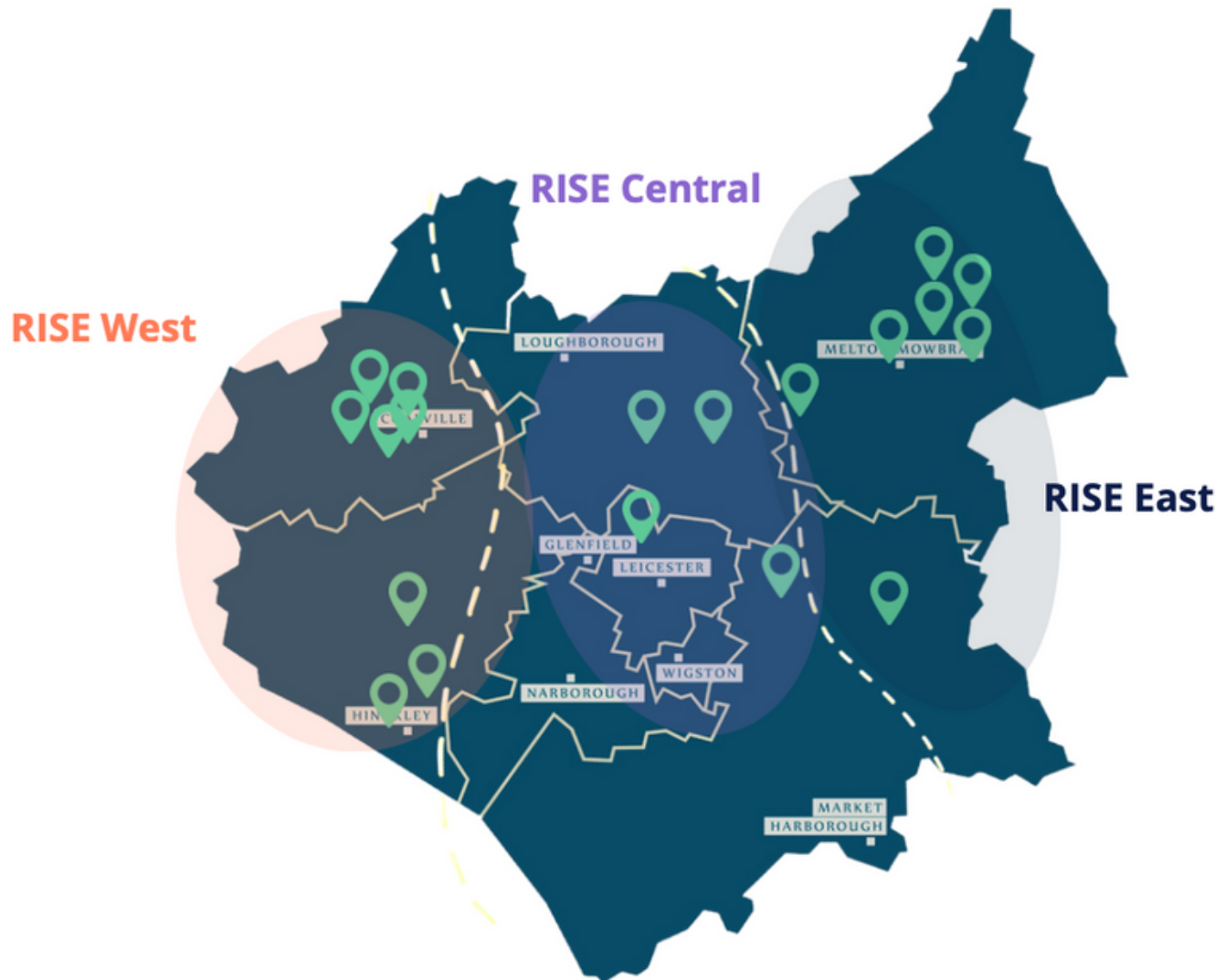
Rise staff will feel **valued and respected**. They will be well supported to be the best they can be.

ALL RISE SCHOOLS WILL FLOURISH AND SUCCEED BY:

... being **rooted** in partnership with the local **communities** they serve. Schools will work **respectfully** with their parishes and schools beyond the Rise family, to support all children to thrive. We will endeavour tirelessly to support and work in partnership with the families our schools serve. Rise schools will be **scandalously inclusive**; every pupil will be valued and every pupil will achieve great things.

Rise schools will draw strength from their family of schools. Being in a Trust does not define our schools, but **collaboration** is what will drive improvement.

Our hubs



We currently serve a diverse range of primaries that work within three distinct geographical clusters – East, Central & West.

Having a range of small, rural schools, and large urban schools provides real opportunity to work across genuinely diverse schools, and with a range of leaders and pupils.

While we do have geographical clusters where leaders and teachers work together closely, we do often work as a whole trust, ensuring that key messages are not diluted and that cross-cluster collaboration happens regularly.

The Teaching & Learning Lead roles will be based in one of our geographical clusters, and work primarily within the schools in that region, with a 'home' school as their base.

The Role



As the School Improvement Advisor is a new post for the trust, it brings a wealth of opportunities to shape how the role operates moving forward, and the ability for the new postholder to really gain a variety of experiences across a number of diverse schools.

Working closely with the Director of Education on delivering the school improvement strategy, the majority of the time spent will be in school, delivering school improvement work. This may be conducting development visits to work with senior or middle leaders to improve provision within a school, or working with a group of leaders within a cluster to devise a strong CPD offer that can be delivered at local level in individual schools.

The professional knowledge and credibility to be able to support schools to implement effective school improvement strategies is a must, alongside the ability to quickly and accurately diagnose key themes that need addressing, and be able to provide practical solutions in order to do this effectively.

The time not spent in schools will primarily be spent working with the Director of Education/Education Improvement Team on Teaching & Learning strategy, developing and enhancing the Rise curriculum materials, and developing and delivering CPD materials for teachers and leaders.

The work will be varied and interesting, and with no line management responsibility in the first instance, will be purely focused on school improvement work.



Who we are looking for

About You

We have no problems in saying we want the best people to work for our trust, in order to give the pupils in our schools the best outcomes we can.

We want ambitious people who have strong knowledge of pedagogy, curriculum design, and effective school improvement strategies; The knowledge to be able to discuss research with others, but be able to translate that into real life practical examples, and model these to teachers and leaders. We don't just want a thinker who can debate the merits of research, we want a translator to be able to put it in to practice.

If you have a strong track record in improving the quality of education in school, can model evidence-led approaches both within the classroom and with leaders, and enjoy working with a diverse and relaxed but hard working team, then we want to hear from you.

The opportunity to work across a group of geographically linked schools purely developing teaching & learning is not something that comes along often. We want to have the best teachers in our schools, and you are the key to unlocking this.

As a trust we offer:

- High levels of professional development
- A supportive executive team
- Access to wellbeing support systems
- A culture of openness and honesty
- The ability to work within a team of people focusing on T&L

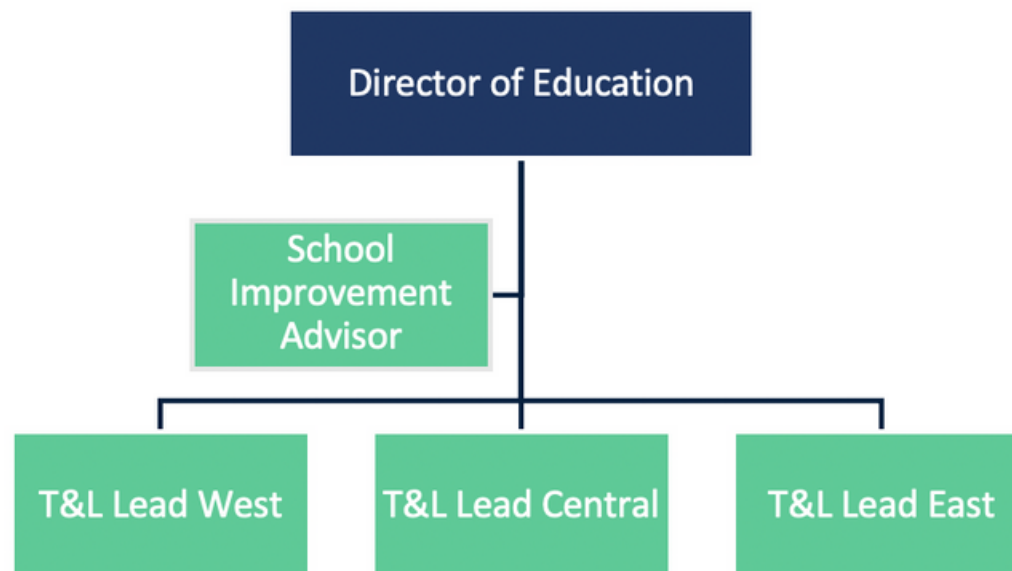


The Education Team

Led by the Director of Education, the central Education Improvement Team is responsible for delivering school improvement across the trust, and enhancing and improving the quality of education for all children.

The team is expanding, not just with the Teaching & Learning Lead posts, but also with a new School Improvement Advisor role, which will work across the trust, supporting the Education Improvement Team as a whole. This is in addition to the current school-based roles that also form part of the team

Central Team



School-Based Team



Job Description

Salary:
L8 - L15

Responsible to:
The Director of Education

Location:
Central team based in Syston with schools located across Leicestershire.

All central team colleagues are able to have a blended approach to working from home, our schools and our central office.

job purpose

- To support the delivery of the trust school improvement strategy.
- To work with the Director of Education to develop and delivery on the strategic aims in relation to all areas of school improvement.

Shaping the future

Working with the Director of Education (DoE)

- In partnership with the Director of Education, lead by example when implementing and managing change initiatives.
- Communicate the trusts vision and values when working within schools, and with employees of the trust.
- Support the DoE in developing strategic objectives for school improvement across the trust, or within individual schools
- Translate the vision into clear objectives that promote and sustain school development and improve outcomes for pupils.
- Lead school improvement and self-evaluation planning through agreed priorities.

Safeguarding and promoting the welfare of pupils

- Ensure the welfare of pupils is safeguarded and promoted in line with current best practice, local and national advice and legislation.
- Be trained to the standard of Designated Safeguarding Lead and ensure compliance and best practice to keep all pupils safe and promote high standards of safeguarding and child protection.
- Support the trust safeguarding lead in the delivery of their duties



Job Description

Trust Teaching & Learning Lead

Leading teaching and learning

Working with the Education Improvement Team & DoE:

- Develop and support the trust wide teaching and learning principles and approaches
- Set high expectations and challenging targets, monitoring effectiveness and evaluating learning outcomes.
- Secure pupils' achievements, using data and benchmarks to monitor progress in all schools.
- Provide models of excellent practice across the trust.
- Establish creative and effective approaches in teaching that are responsive to the needs of all pupils.
- Ensure a culture that supports and facilitates pupil engagement in, and ownership of, their own learning.
- Coordinate the monitoring, evaluation and review of classroom practice and promote improvement strategies, whilst challenging underperformance and ensuring continual professional development.
- To develop curriculum materials to be used across the trust.
- To maintain and further develop strong and productive collaborative links with a range of partners as a means of delivering a broad, high quality curriculum for all pupils.

Leading school improvement

Working with the Education Improvement Team & DoE:

- Diagnose and accurately assess school priorities
- Work across the range of schools within the trust, ensuring each school receives it's allocation of the school improvement strategy
- Work with leaders to improve capacity within schools, ensuring the up-skilling of everybody involved
- Provide practical examples that are steeped in research to support the development of provision within the school
- Coach and mentor leaders and teachers across the trust
- Provide models of effective practice, whether through teaching or working with leaders
- Have the professional knowledge to be able to effectively support schools in improving their performance
- Support trust approaches with all stakeholders



Job Description

Trust Teaching & Learning Lead

Developing self and others

Working with the DoE:

- Ensure up to date knowledge on research and evidence-led strategies in teaching, curriculum design, and leadership
- Develop and maintain effective strategies to support the development of CPD resources for teachers and leaders
- Set high expectations for all and support with addressing underperformance
- Act as a role model to the highest professional standards, whilst setting an example of personal integrity and professionalism.
- Develop and deliver highly effective professional development for teachers and leaders
- Regularly self-evaluate, set personal targets and take responsibility for own personal professional development.
- Engage in the performance management process as outline in trust policy

Conditions of employment

- The Trust Teaching & Learning Lead will carry out their professional duties in accordance with, and subject to the Teaching Standards, and any other application legislation.

Security accountability

Working with the DoE:

- Support the development of an ethos that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes, both within schools and across the trust.
- Provide information to the the DoE to enable them to meet their responsibilities for securing:
 - Effective teaching and learning
 - High standards of achievement
 - Efficiency and good value for money
 - Strong leadership
- Present timely and high-quality reports to a range of audiences, that showcase and celebrate the trusts performance, including pupil outcomes and longer-term plans.
- Assist the DoE in creating and developing a team in which all members feel valued and able to perform their duties to the best of their ability.
- Work with the board of directors where appropriate to provide timely and accurate reports on trust provision.

Review and amendment

- This job description is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties. The range of responsibilities listed above is not exhaustive and is subject to change at the direction and discretion of the Director of Education.



Person Specification

Trust Teaching & Learning Lead

Essential

Desirable

Qualifications and Training

- Qualified teacher status or recognised equivalent
- Recent leadership training NPQLTD, Chartered College etc
- Experience of leading teaching in school

Experience

- A successful track record in excellent outcomes for pupils
- Recent experience of coaching and mentoring others
- Experience of implementing evidence-led approaches in the classroom
- Experience of being a model of best practice
- Experience of teaching in more than one key stage
- Experience of supporting teaching outside your own school

- Evidence of systems leadership
- Experience of working within a group of schools/MAT

Professional Knowledge

- A strong, and up-to-date knowledge of research-led pedagogy
- Understanding of effective teacher development strategies
- Up to date knowledge of instructional coaching
- Strong understanding of how to best raise pupils outcomes through teaching, particularly for disadvantaged pupils and those with SEND

Person Specification

Trust Teaching & Learning Lead

Essential

Professional skills

- The ability to diagnose and address next steps in teaching practice
- Being an effective, trusted, team player that works collaboratively and effectively with others
- Developing and delivering effective and inspirational professional development for staff (including mentoring and coaching as appropriate)
- Knowledge and understanding of CPD Standards
- Communicating effectively to a wide range of different audiences (verbal, written, using ICT as appropriate).
- Demonstrating high quality teaching strategies to meet the wide range of ages and abilities of our pupils.
- Support, motivate and inspire both colleagues and pupils by leading through example.
- Have the ability to manage change effectively, and know the best strategies for doing this
- Think creatively and imaginatively to solve problems and identify opportunities

Desirable

- Providing school improvement advice to a range of leaders



Person Specification

Trust Teaching & Learning Lead

Personal
qualities

Essential

- Be professional, appropriate and have a sense of humour
- Dedicated to promoting the trust's vision and ethos
- A commitment to getting the best outcomes for all pupils
- A commitment to diversity, equality and inclusion
- Ability to work under pressure and prioritise effectively
- Commitment to maintaining confidentiality at all times
- The ability to influence without the use of line management

Desirable





How to apply

Every MAT is different and roles such as this are unique to context. If you have any questions about the role, or would like a confidential and informal chat, please do not hesitate to get in touch by contacting our HR Manager, Bhandna Bagga on bbagga@risemat.co.uk

Applications should be returned to Recruitment@risemat.co.uk

Please note that CVs are not accepted and successful candidates will be informed via email.

Rise Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful in being appointed to a post you will be expected to apply for a disclosure from the Disclosure and Barring Service as well as other employment checks before your appointment is confirmed.

