



WE ARE ASTREA

**ASSISTANT PRINCIPAL:
TEACHING AND LEARNING**

**ASTREA ACADEMY DEARNE
PART OF ASTREA ACADEMY TRUST**

APPLICANT BRIEF





L

ETTER FROM THE PRINCIPAL

Dear Candidate,

I am truly delighted you are interested in the post of **Assistant Principal: Teaching and Learning** at Astrea Academy Dearne. It is with great pride that I am able to introduce myself as Principal of the school and it is a privilege to share with you our ambitious vision for the future. As a parent first, I am resolutely determined to secure an outstanding provision for our community and to ensure that the children who attend our school have access to the same futures as my own children.

If you choose to join us, you will become part of a strong morally driven school that believe in the highest levels of success for all children regardless of their background. You will be relentless in your commitment and belief in all young people and will ensure only the highest level of academic success and personal fulfilment for all: they deserve nothing less. It is our vision to create outstanding young people who are courageous champions of diversity, equality and mutual respect and who are proud of their community and are enthusiastic advocates of learning.

We offer you unrivalled professional development that actively promotes independent research, collaborative working and constructive feedback and solutions. As a school working towards a Fair Workload Charter, we will provide unparalleled support and wellbeing strategies and make you feel an integral part of what we call Team Dearne.

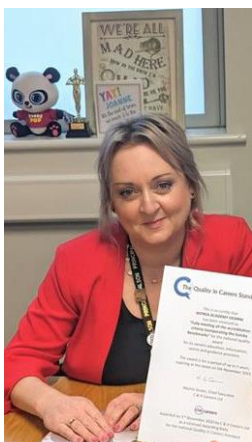
If you share our values and want to make the kind of difference to young people's lives that challenge social boundaries, then we would love to meet you! Please take this letter as an open invitation to either visit our school and meet the people who make our school so much more than a building – albeit there are few in number at the moment! Alternatively, I would be more than happy to meet virtually to let you know more about the role and my vision for the school.

I very much hope that you choose to apply for this post and I look forward to meeting you.

Best wishes

Joanne Wilson

Principal at Astrea Academy Dearne





JOB DESCRIPTION

SALARY	£55,884 - £61,768
CONTRACT TYPE	Permanent
WORKING PATTERN	Full time
HOURS PER WEEK	37.5 hours

LEADERSHIP

- Lead the strategic development of Teaching and Learning across school.
- Be a high-profile member of the school's senior leadership team.
- Inspire, motivate and influence staff and students, to secure the highest ambitions and aspirations.
- Seek opportunities to work collaboratively with colleagues locally, nationally and globally in order to create a world class provision for the community we serve.
- Hold all teachers to account for the progress of children in their professional care.
- Commit to the vision established by the Principal, SLT the Governors and the Trust.
- Be an excellent role model for all members of staff and students and maintain a positive and visible presence around school.
- Promote a culture where colleagues and students have high aspirations, the determination to succeed, and opportunities to make exceptional progress.
- Lead and line manage an SLT team of Directors for Teaching and Learning.
- Manage the CPD budget, all training requests and organise relevant INSET days.
- Present the school's performance and other school initiatives to a range of audiences including parents, governors, Trust colleagues and other external agencies.
- Be positive even when times are challenging!
- Undertake whole school leadership responsibilities such as assemblies, duties, after school events and out of school visits or experiences.
- Take on specific leadership and management tasks related to the day to day administration and organisation of the school as requested by the Principal.

QUALITY OF EDUCATION

- Analyse student data and triangulate with teaching observations and work scrutiny to implement appropriate interventions and programmes to target areas of concern across school.
- Devise and lead an innovative approach to Teaching and Learning that engages, motivates, enthuses and inspires colleagues to consistently deliver good and outstanding lessons, every lesson, every day, for all students.
- Rigorously monitor and evaluate the quality of Teaching and Learning across all faculties through deep dives, learning walks, work scrutiny and student and teacher voice.
- Lead on the development and consistency of high quality schemes of learning across school that are explicitly linked to the national curriculum.
- Work closely with the Executive Team in holding colleagues to account where teaching practice is not in line with school expectations.
- Consistently model the teaching of engaging and highly effective lessons that motivate, inspire and improve student attainment.



BEHAVIOUR AND SAFETY

- Ensure rooms and all corridors present stimulating learning environments and are safe and fit for purpose.
- Work closely with SLT colleagues to drive a whole school approach to improving attendance.
- Contribute to a whole school approach to parental communication and engagement to ensure good relationships develop trust between school and home to improve teaching, learning, behaviour and aspiration.
- Celebrate colleagues' outstanding practice, highlighting excellence and the highest levels of personal success.
- Support staff to manage incidents of poor behaviour when they occur with a clear focus on consistency and restoration.

PERSONAL DEVELOPMENT

- Be aware of and comply with policies and procedures relating to child protection, equal opportunities for all, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Promote and actively develop effective leadership across the school in all colleagues to deliver improved outcomes for students.
- Manage own workload and that of others to allow an appropriate work/life balance.



PERSON SPECIFICATION

EXPERIENCE

- At least 3 years of experience as a successful middle leader in a secondary school setting with tangible proven impact on student outcomes.
- At least 3 years of experience of monitoring, evaluating and improving student progress, achievement, attainment, personal development and well-being across a school or educational setting.
- At least 3 years of experience of successfully challenging underperformance of staff and students leading to evidence based improved outcomes.
- Evidence of effectively sharing best practice across school and delivering CPD to colleagues in the last year.
- Experience of working as part of a senior leadership team.
- Experience of leading a whole school project with proven impact on student success.

QUALIFICATIONS

- A Graduate with Q.T.S. status.
- Evidence of additional recent and relevant continuing professional development and research
- Evidence of further post-graduate relevant study, e.g. NPQH, NPQML.

SKILLS & KNOWLEDGE

- A secure understanding of leadership and the contribution it makes to school improvement.
- High level communication, organisational and management skills which lead and inspire others.
- The ability to communicate vision and strategy effectively and persuasively in a variety of contexts and audiences.
- The ability to evaluate colleagues' work and provide supportive feedback to secure improvement
- An understanding of the factors contributing to successful outcomes in education for young people.
- An understanding of progress measures and the ability to analyse and interpret data to secure measurable impact.
- Up to date knowledge of current pedagogical theory and practice about how best children learn.
- A working understanding of the current inspection framework and its implications for school leadership.

PERSONAL ATTRIBUTES

- An absolute belief and commitment in the capacity of every single child to be successful, and an understanding that every child really does matter, regardless of background.
- A creative and innovative leader able to communicate and deliver an effective vision and secure impact.
- Commitment to abide by and uphold policies on Equal Opportunities, Health and Safety, Child Protection and Safeguarding.
- Resilience, self-motivation, courage and stamina and the personal drive and desire to 'make a difference' in an environment which can be challenging at times.