



LAURUS

TRUST

Job Description & Person Specification

Trust Director English



Trust Director – English

Purpose of the Post

“I know nothing in the world that has as much power as a word.”

(Emily Dickinson)

The Laurus Trust Cornerstone of Academic Aspiration underlines our commitment to developing in our students an appreciation and understanding of everything that can be said to contribute to the subject of ‘English’:

‘We want our students to be curious and develop a thirst for knowledge; we want them to be resilient and to value effort; we want them to understand that sometimes failure is an essential part of the learning process and to recognise that developing a positive, ‘can do’ attitude will help them to set and achieve aspirational goals’.

The Laurus Trust Director of English will share this passion and vision, deep subject knowledge and a love of English.

Shaping the Future

- To lead English across the Laurus Trust
- To ensure that all teaching of English across the Trust ensures successful outcomes for all students
- To ensure all teachers of English are actively engaged in their own professional learning
- To ensure that all teachers of English have secure subject knowledge

Responsibilities Specific to the Post

- To provide a clear vision for the successful teaching of English across the Trust
- To identify and deliver appropriate professional development to drive forward the English curriculum across the Trust
- To establish and secure collaborative planning for English across the Trust
- To talent spot and plan succession in English across the Trust
- To establish links between improvements in Teaching and Learning and high standards in Transition from Key Stage 2 to Key Stage 5
- To quality assure in order to identify strengths and weaknesses in performance across the Trust
- To be involved in Research and Development projects related to English

As a leader in the Laurus Trust you will:

- show unswerving commitment to the shared vision and values
badge on shirt
- demonstrate impeccable standards of competency within areas of expertise.
- focus on learning
- have a sense of urgency for sustainable results
does whatever it takes
- challenge the status quo
eye on the horizon
- strive for autonomy whilst securing accountability
develops agency in others
- focus on team over self
demonstrates self-sacrificial leadership
- commit to continuous improvement for self and others
recognises that better is possible
- build trust through clear communication and expectations
develops commitment to the vision in others

As your sphere of influence grows, so grows your responsibility for stewardship of these guiding principles and qualities.

Person Specification

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
1. Education and training	<p>Qualified teacher status Good Honours Degree (2:1 or better) In possession (or working towards) a Masters level (or above) qualification in education</p>		Application form
2. Relevant Experience	<p>Experience of leading a successful department of English</p> <p>Experience of teaching 11-16 English Language and Literature.</p> <p>Experience of teaching English Language and/or Literature 11-18.</p>		Application form / supporting statement / interview
3. Knowledge and skills	<p>Awareness of the need to adopt a variety of teaching approaches to suit students' needs</p> <p>Have an understanding of strategies that will develop resilient learners in the English</p> <p>Ability to manage change and to judge when there is need for change</p> <p>Ability to work under pressure and prioritise effectively</p> <p>High order interpersonal and communication skills and ability to relate to a wide cross section of people</p> <p>A proven record of involvement in whole school issues</p> <p>Ability to draw on ideas from research & other context to improve practice within the school</p> <p>Good presentation skills</p> <p>Excellent ICT skills</p> <p>Awareness of curriculum changes.</p>	<p>Have an understanding of the different literacy interventions available to pupils with a range of needs.</p>	Demonstration lesson / interview / letter of application
4. Classroom management	<p>Confident and innovative teaching.</p> <p>High expectations of student behaviour and establishment of a clear framework to</p>		Demonstration lesson / interview / reference / letter of application

	<p>promote self-control and independent learning A record of implementing change programmes to raise standards relating to student progress Proven track record in providing guidance, support and advice to students</p> <p>Proven track record of results for classes you've taught at KS4 and 5</p>		
5. Personal and Professional values	<p>Passionate about delivering an innovative and interesting English curriculum Enthusiastic and able to engender enthusiasm in others Creative and interested in English Team player A high degree of personal organisation Ability to work under pressure and meet deadlines Good communication skills Professional approach Excellent attendance and punctuality Flexible Approachable. Evidence of commitment to your own professional development Personal impact and presence A positive outlook</p>		Interview / demonstration lesson / letter of application/ reference

September 2019

The Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

Trust Director Priorities 2018/20

- 1) Maintain the high performance at CHHS and continue to improve the performance at other Laurus Trust schools.**
- 2) Supporting new departments to establish and proffer relevant curriculum and pedagogy support as the need arises.**

Each new school has its own challenges and initial work in these schools will focus on whole school priorities as directed by the relevant Head of School. Trust Directors to act as critical friend/mentor/coach dependant on need and experience of new subject leader.
- 3) Ensuring QA**

For the first three years (at least) we will have no objective measure of academic success in our new Free Schools. Trust Directors need to establish links between schools at relevant age groups to ensure that assessments are robust and the data produced can be effectively extrapolated to inform future headlines.
- 4) Ensuring stable and purposeful growth**

As new departments begin to establish Trust Directors to support with selection and recruitment for 2020/2021 and providing any departmental support/training as required.

Working as Trust Directors

Much of the work of the Trust Directors is rightly focused on their own departments and their continued development. However, it is important that the team meet on a regular basis to discuss barriers to progress and establish how we can move forward. These meetings will directly feed into and from MOSH.