



Dorset

Studio School

CENTRE OF EXCELLENCE FOR
ENVIRONMENTAL SCIENCES

Principal Job Description

Job details

Salary: L18 – 24, £77,051 - £89,033

Contract type: full time, permanent

Reporting to: Board of governors

Job Purpose

We are seeking a highly effective, enthusiastic and inspirational leader who has the skills, drive and experience to take Dorset Studio School to the next stage of its development. A passion for land and environmental issues is essential, as a commitment to deliver learning in a way that improves the career prospects of young people.

Main purpose

The Principal will:

- Sustain the school's ethos values and strategic direction
- Oversee systems, processes and policies so the school can operate effectively
- Identify problems and barriers to school effectiveness, and develop strategies for school improvement that are realistic, timely and suited to the school's context
- Maintain and develop a safe, productive learning environment which is engaging, motivating and aspirational for all
- Make sure all school improvement strategies are effectively implemented
- Monitor progress towards achieving the school's aims and objectives
- Allocate financial resources appropriately, efficiently and effectively

Qualities

The Principal will:

- Uphold public trust in school leadership and maintain high standards of ethics, behaviour and professional conduct
- Build positive and respectful relationships with parents, carers and the school community
- Serve in the best interests of the school's students

Duties and responsibilities

School culture and behaviour

The Principal will:

- Ensures a culture of high expectation and high performance for all staff and students
- Uphold ambitious educational standards in order to prepare students from all backgrounds for their next phase of education and life
- Encourage high standards of behaviour from students, built on rules and routines that are understood by staff and students, and clearly demonstrated by all adults in school

- Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy
- Promotes Dorset Studio School and ensures effective reputation management through excellent communication with all stakeholders.

Teaching, curriculum and assessment

The Principal will:

- Lead the development of an innovative curriculum to develop skills, knowledge, employability entrepreneurial understanding
- Ensure an environment for high quality and effective learning and continuous improvement
- Lead the development of effective quality systems and processes
- Develop confident, independent learners who are well equipped for their future
- Ensure teaching is underpinned by subject expertise
- Effectively use formative assessment to inform strategy and decisions
- Ensure the teaching of a broad, structured and coherent curriculum
- Establish curriculum leadership with relevant expertise and access to professional networks and communities
- Use valid, reliable and proportionate approaches to assessing Students' knowledge and understanding of the curriculum
- Develop the enhanced curriculum of Land and Animal Based Sciences

Additional and special educational needs (SEN) and disabilities

The Principal will:

- Promote a culture and practices that enables all Students to access the curriculum
- Have ambitious expectations for all Students with SEN and disabilities
- Make sure the school works effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Managing the school

The Principal will:

- Ensure staff and Students' safety and welfare through effective approaches to safeguarding, as part of a duty of care
- Manage and support staff well, with due attention to workload
- Ensure rigorous approaches to identifying, managing and mitigating risk
- Maintain effective and productive relationships with the Board of Governors, staff, employers, students and parents

Professional development

The Principal will:

- Keep up to date with developments in education
- Ensure training and continuing professional development is effectively planned, delivered and

evaluated

- Make sure professional development opportunities draw on experts both within, and beyond the school
- Seek training and continuing professional development to meet the needs of all staff members

Governance, accountability and working in partnership

The Principal will:

- Understand the role of effective governance, including accepting responsibility
- Ensure that staff understand their professional responsibilities and are held to account
- Ensure the school effectively and efficiently operates within the required regulatory frameworks and meets all statutory duties
- Maintain relationships with professionals and colleagues to improve educational outcomes for all Students

General

- Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Principal will carry out. The postholder may be required to do other duties appropriate to the level of the role.



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Person specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • Degree level qualification
Experience	<ul style="list-style-type: none"> • Successful leadership and management experience in a secondary school • Teaching experience in a secondary school with evidence of outcomes • Involvement in school self-evaluation and development planning • Demonstrable experience of successful line management and staff development • An understanding of business, financial and support services, relevant to educational • Proven track record in leading strategy, articulating vision and managing change to raise standards • Managing, developing, inspiring and motivating staff to achieve their targets and common goals.
Skills and knowledge	<ul style="list-style-type: none"> • Data analysis skills, and the ability to use data to set targets and identify weaknesses • Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve • Current educational policy • Understanding of school finances and financial viability • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships • Thorough understanding of the Ofsted Inspection framework • An understanding and deep interest in the environment and constructions and how these issues can impact the development of children and young people
Equal Opportunities	<ul style="list-style-type: none"> • The Dorset Studio School values the diversity of our workforce and welcomes applications from all sectors of the community

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