

VICE PRINCIPAL TEACHING & LEARNING	
REPORTING TO	PRINCIPAL
SALARY/GRADE	LEADERSHIP SPINE
<p>Those on the leadership spine play a critical role in the life of the Academy. They inspire confidence in those around them and work with others to create a shared strategic vision which motivates pupils and staff. They take the lead in enhancing standards of teaching and learning and value enthusiasm and innovation in others. They have the confidence and ability to make management and organisational decisions and ensure equity, access and entitlement to learning.</p> <p>They are expected to demonstrate sustained high quality performance, through formulating the aims and objectives of the Academy, establishing the policies through which they are achieved and successfully managing staff to that end. Progress and achievement and the monitoring of this are essential.</p> <ul style="list-style-type: none"> • To provide senior leadership within the Academy and across the Trust • To play a key role in the raising of standards of teaching and learning across the Academy and the Trust • To be a role model for others in the quality of their own teaching by being a good or better Teacher • To support the professional development of their colleagues • To engage in professional dialogue with specific colleagues to ensure continued improvements in teaching and learning and raising achievement, highlighting any areas for development and resulting in a positive impact on student learning and attainment • To promote the use of all agreed school policies and strategies to ensure the highest quality of teaching and learning and pastoral care is promoted and used throughout the school 	
Shaping the Future of our Academy	<ul style="list-style-type: none"> • support the Principal/Snr Vice Principal/Vice Principals and governors in establishing a vision for the future development of the school • play a leading role in the self-evaluation and school improvement planning process, taking account of the agreed priorities of the school liaising with SIP/SIL • work to a high standard in implementing agreed policies, priorities and expectations, so as to set a good example for other colleagues • promote a culture of teamwork, in which the views of all members of the Academy community are valued and taken into account
Leaders in Teaching & Learning	<ul style="list-style-type: none"> • share responsibility for the analysis of key school performance data, to ensure priorities are appropriate and improvement in standards is promoted • provide training for staff on effective teaching and learning and other areas of professional development • promote the active involvement of pupils in their own learning • contribute to target setting; including statutory procedures and targets for individuals and groups of pupils throughout the Academy • support strategies to promote high standards of behaviour • contribute to the development of a broad and rich curriculum which meets the needs of the range of pupils in the Academy • support the development of an effective assessment framework • promote the use of ICT to enhance and extend pupils' learning • monitor and evaluating classroom practice and providing support for colleagues in improving their own classroom practice
Develop Self & Collaborating with others	<ul style="list-style-type: none"> • promote and safeguard the safety and welfare of children and young people • contribute to the creation of a positive Academy ethos, in which every individual is treated with dignity and respect and the safety and welfare of children and young people is paramount

	<ul style="list-style-type: none"> • support the development of collaborative approaches to learning within the school and beyond • support the induction of staff new to the Academy and have oversight of the welfare of staff • set high expectations for your own performance and that of others and engage in relevant professional development activity as necessary • ensure that, by demeanour and example, the Academy policies and ethos within the Academy and the wider community are promoted • be an outstanding classroom practitioner, with a commitment to obtaining the highest standard of student achievement • understand the components which comprise outstanding teaching and learning and take responsibility for their own professional development to improve students' learning • achieve their own challenging professional objectives
Managing the Organisation	<ul style="list-style-type: none"> • contribute to a regular review of the organisation of the Academy to ensure it meets statutory requirements • develop action plans in specified areas of responsibility, in order to bring about improvements • contribute to the planning process for the distribution of resources, to ensure they meet the Academy identified priorities • take responsibility for the Performance Management of identified staff • contribute to regular evaluation of the impact of the use of resources in relation to the quality of education of the student and value for money students. • assume responsibilities additional to those in the job description as necessary • prioritise and manage their own time effectively, balancing the demands made by teaching, leadership and management and involvement in school development • set high expectations of learners' behaviour, establishing and maintaining a good standard of discipline • be committed to ensuring that every learner is given the opportunity to achieve to their full potential and meet the expectations set for them
Securing Accountability	<ul style="list-style-type: none"> • support the governing body in meeting its responsibility to account for the performance of the Academy • support staff in understanding their own accountability, and develop approaches to its review and evaluation • contribute to the reporting of the performance of the Academy to parents, carers, governors and other key partners as necessary • ensure the staff strive to maintain the highest professional standards and to promote the aims of the Academy. • use comparative data to set clear targets for learners' achievement
Strengthen Community	<ul style="list-style-type: none"> • have excellent organisational ability • have the ability to deal with students and adults in a professional and effective manner • contribute to promoting the diversity of the Academy community • contribute to policies and practice which promote equality of opportunity and tackle prejudice • contribute to the development of a curriculum which provides students with opportunities to enhance their learning within the wide community • promote and model good relationships with parents, which are based on partnerships to support and improve students achievement attending School functions as appropriate • develop links with Trustees, Governors, and partner schools
Curriculum Development	<ul style="list-style-type: none"> • understand current developments with regard to curriculum provision in relation to all aspects of teaching and learning

	<ul style="list-style-type: none"> • identify educational research to enhance existing practice as appropriate • act as a link with other external organisations e.g. Schools Network, PiXL in implementing strategies for dealing with all aspects of teaching and learning and inclusion
Recruitment, Development & Deployment	<ul style="list-style-type: none"> • create a climate, which enables staff to develop, challenge and support each other, resulting in positive growth • take action to build and maintain effective teamwork with high expectations of outcomes • have proven ability to raise standards of teaching and learning in classrooms other than their own • demonstrate and model outstanding lessons • embed the personalised learning culture of the school in their classroom, in order to demonstrate how to move from shallow learning to deep learning • model and support colleagues in the preparation of up-to-date subject material • lead and deliver professional development/Training/Planning activities • run workshops and share practice on whole school strategic issues • identify and respond to professional development needs • develop the use of mentoring/coaching techniques and styles to develop the practice of all staff, their own confidence and the maintaining of positive attitudes
Quality Assurance	<ul style="list-style-type: none"> • maintain 'leading edge' knowledge through reading, Training/Planning and research to inform their own practice, demonstrating impact in teaching and on students' learning • interrogate the available data to support identification and secure effective improvement in teaching and learning across the Academy • use the appropriate quality standards to support ongoing review of performance across the school as part of the school's improvement plan • evaluate and report the effectiveness of practice in the Academy, suggesting areas and issues for further improvement • liaise with the Governors and Trustees as appropriate
Communication	<ul style="list-style-type: none"> • establish effective working relationships with all colleagues • work with school leaders to identify underachievement, evaluate provision and implement an action plan for whole school improvement • communicate effectively with professional integrity within and beyond the school community • initiate strategies which support the professional development of colleagues to improve the standards across the school • where appropriate, communicate and co-operate with persons or bodies outside the school • follow agreed policies for communications in the Academy • attend meetings as required
Pastoral	<ul style="list-style-type: none"> • contribute effectively and be a role model for others in relation to the support of all students in the Academy • inculcate high expectations of themselves as learners • alert the appropriate staff to problems experienced by students and make recommendations as to how these may be resolved • communicate, as appropriate, with parents and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff
Management Information	<ul style="list-style-type: none"> • maintain appropriate records and provide relevant accurate and up-to-date information for the school's management information system • complete the relevant documentation to assist in the tracking of standards of teaching and learning across the Academy

	<ul style="list-style-type: none"> • use all relevant information to inform colleagues, members of SLT, Trustees and Governors as appropriate
Management of Resources	<ul style="list-style-type: none"> • assist colleagues with the identification of resource needs and to contribute to the efficient and effective use of resources across the Academy • co-operate with other staff to ensure a sharing and effective usage of resources in relation to the development of outstanding teaching and learning across the Academy • co-ordinate and manage the work of other staff including support staff as appropriate
Marketing & Liaison	<ul style="list-style-type: none"> • take part in marketing and liaison activities such as Open Evenings, Parent Consultation Evenings and liaison events with Trust Schools/ RSA Family • contribute to the development of effective subject links with external agencies
Specific Responsibilities	TEACHING & LEARNING
	<ul style="list-style-type: none"> • The Inspirational, effective and strategic leadership and management of Teaching & Learning across the academy (with contribution to the wider trust) • Develop the school in such a way that all staff recognise that they are accountable for the success of the school through Teaching & Learning • Challenge underperformance and be a role model for Teaching & Learning • Evolve and develop leaders within the academy to ensure they too become accountable for the success of the school, coach and develop them well to secure their talent • Deploy and utilise talent to develop teachers across the academy at all levels and build a sustainable culture of improvement and high performance • Striving and working with enthusiasm to maximise our students progress and ensure they meet and exceed those targets • Present to the LAGB and Trust on Teaching & Learning and whole school initiatives and be a collaborative leader • Line Management of Leaders & Teams within the school • Liaison and contribution to the Teaching School Alliance
<p>I agree to undertake all duties reasonably requested in a manner consistent with the mission and aims of Central RSA Academies Trust</p> <p>To undertake such other tasks appropriate to the level of appointment as the Principal may reasonably require that the duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers/Leaders, as set out within your pay and conditions</p> <p>Signed: _____ Dated: _____</p>	