

Job Description

Job Title:	Academy Improvement Lead – Primary Academies
Salary & Benefits:	£70,000 -£75,000 Excellent contributory pension scheme and benefits
DRET purpose:	Giving our young people access to a world-class education and enrichment experiences is what drives us. Our students benefit from a wealth of opportunities to develop, learn and lead. From the classroom, to cultural visits, sports, music and arts and engaging with our local communities, the rich and varied experiences we create help fuel ambition and unlock potential. The education and experiences equips our young people with the leadership skills, team spirit, resilience and confidence to become outstanding citizens.
Job Purpose:	To be responsible for leading whole academy improvement across Primary academies within a designated area within the Trust. To drive up standards of student attainment and achievement, and challenge and support academies to achieve their targets within the overall objectives of the Trust
Background:	We are located in Northamptonshire, Lincolnshire and Yorkshire/ Humber region. The network is a mix of primary, Primary and special academies. You will be based in our HQ in Grantham, Lincolnshire with regular travel each week across our regions.
Key Relationships:	
Internal:	Trust Executive/Senior Management Team, Academy Head Teachers, Leaders, Staff and Pupils, other subject leaders
External:	Other Multi Academy Trusts, Subject Associations etc.
Reporting To:	Director of Education

KEY RESPONSIBILITIES

KEY DUTIES AND RESPONSIBILITIES

To work with designated Primary academies within a hub area and across the Trust to drive up standards of student attainment and achievement.

To lead improvement in teaching and learning across Primary academies within a hub.

To monitor and evaluate the work of the academies and build their capacity to improve through mentoring, coaching, professional development and performance management as appropriate.

To undertake periods of interim and / or Executive Headship where critical intervention may be required in a hub academy.

To identify best practice from within the Trust and from outstanding external providers and ensure this is shared and embedded across the Trust.

MAIN DUTIES – across Trust

To work with Primary academies in order to support effective impact of leadership to achieve measured improvements in order to achieve demanding targets.

To analyse academy performance, diagnose issues, broker support, monitor impact and build outstanding leadership capacity within schools

To hold Head Teachers, Senior Leaders and Governors to account for the performance of their academies

MAIN DUTIES – within academies

To undertake academy reviews and produce action plans to raise standards.

To critically analyse and interpret data from a range of sources to identify appropriate academy wide improvement strategies and so ensure challenging targets are set and achieved.

To undertake scrutiny of individual academies work and the impact of the leaders and teachers within it

To focus on pupil achievement to ensure Trust strategies, interventions and systems are making a real difference

To pro-actively ensure appropriate intervention strategies are put in place when needed so that academies meet their targets.

To ensure the academy three year journey to outstanding improvement plans are ambitious, sharp and focussed on the key priorities for each academy

To prepare the academies for their next Ofsted inspection and ensure self-evaluation is focussed and robust

To undertake observations of teaching and learning, work scrutiny and pupil voice to inform effective coaching and improved pedagogy

To advise the academies on providing high quality teaching and learning including leading on staff training where appropriate

To report to the Director of Education on academy level performance, highlighting any concerns, what has already been done and making recommendations for solutions where improvement is not rapid enough

To coach and mentor teaching staff and contribute to performance management arrangements as required. To model best practice and be seen as an approachable and valued fellow professional.

In conjunction with the Director of Education, other Academy Improvement Leads and Academy Head Teachers, establish a bank of high quality on-line materials, including teaching materials and schemes of work which are accessed by staff across the Trust.

To keep up to date with developments in Primary education and other Trust or academy initiatives as agreed, and to provide leadership, advice and guidance to the academies.

To maintain appropriate records of work undertaken and report orally and in writing in a manner which ensures high levels of accountability to the Director of Education, CEO and Head Teachers.

To promote and safeguard the welfare of the children and young people that they are responsible for, or come into contact with.

MAIN DUTIES - where academies are causing concern/facing challenging circumstances

To lead in the identification of the root causes of underperformance

To develop a challenging and focused strategic academy improvement plan / post Ofsted inspection plan

To provide regular challenge to academy head teachers, leaders and Governors to improve

To build the academies capacity to improve and sustain improvements

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from those in a position of responsibility to undertake work of a similar level that is not specified in this job description.

DIMENSIONS OF THE JOB

Must comply with all policies and procedures, specifically those relating to safeguarding, child protection, health, safety and security, equal opportunities, confidentiality and data protection.

Works within broad practice and managerial direction making decisions that positively impact upon raising student attainment in Primary Academies across the Trust.

PERSON SPECIFICATION

Education & Qualifications

Graduate with good degree

Desirable: Russell Group University and / or Masters level

Qualified teacher status with at least 4 years teaching experience with at least two years working at a senior leadership level within a school

Specialist Knowledge & Skills

Evidence of being an excellent teacher.

Understanding of how whole academy strategies can be used to raise standards.

Proven ability to identify and implement strategies to raise standards of Teaching and Learning

Ability to plan and deliver effective training and development programmes which meet identified needs within the academies.

The ability to make sound judgements on standards of teaching and learning observed, giving quality feedback

Ability to enhance performance by motivating and developing staff, helping them acquire the skills to improve.

To have the resilience and ability to plan individual programmes of work and achieve designated targets.

Relevant Experience

Clear evidence of having raised standards of achievement at all levels. Recent successful experience of involvement in innovative curriculum development.

Experience in observing and evaluating teacher quality, providing effective feedback and as a result improving outcomes

Experience of setting specific targets and managing improvement across at least 2 Key Stages or more widely.

Evidence of having supported other staff in a coaching or mentoring capacity.

Recent experience of providing professional advice and excellent understanding of curriculum and pedagogical issues including latest inspection and research findings.

Clear evidence of being an enthusiastic and exceptional teacher with a proven track record of excellent results in public examinations.

Interpersonal & Communication Skills

Ability to clearly articulate a vision for the future of academies within a multi academy Trust which enthuses and motivates.

Enthusiasm for and commitment to the achievement of the academies overall vision for success at all levels.

Excellent communication and presentation skills for a wide audience

Additional Requirements

Extensive knowledge of MS Office with excellent ICT skills.

Current driving licence

Ability to work flexibly, including some weekends, evenings as and when required.

Safeguarding

Applicants should note that David Ross Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All successful applicants will be required to undertake an Enhanced Criminal Records Bureau check.