



Job Description

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

Job Title: Director of Learning & Outcomes	Salary Range: MPS/UPS + TLR 1b
Accountable to: Headteacher, CORE Education Trust	

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which the post holder will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

The Director of Learning will provide professional academic leadership to year groups, ensuring a high quality education and school experience for all students. The successful applicant will develop effective networks based on communication and high quality leadership.

The position allows an outstanding opportunity for professional development and career progression.

We are looking for applicants who have:

- a determination to make a difference
- excellent communication, organisational and interpersonal skills
- aspirations to progress in their professional careers

Job purpose: Raise aspirations and achievement of students across year groups

To lead the direction of learning and outcomes of students across year groups by supporting an effective education, that provides equality of opportunity for all. To ensure all pupils make good or better progress irrespective of their starting points and backgrounds. Lead will work in collaboration and partnership with students, parents/carers, governors, other staff and external agencies.



Main Duties:

- The Director of Learning and Outcomes has the primary responsibility for raising aspirations and achievement year groups
- The Director of Learning to develop curriculum material/programmes to enhance learning of the year groups
- The Director of Learning will centralize reporting processes and tracking of Teaching and Learning reviews; reporting weekly to SLT on learning outcomes and any requirements identified
- To support the pastoral care and the holistic development of students
- Be responsible for promoting and safeguarding the welfare of young people within the Academy
- To work with the Academy's Data Specialist to track performance of year groups (achievement and attendance) through monitoring; using intervention strategies to manage and maximise student outcomes and enhance a culture of assessment throughout the Academy
- Implement strategies to remove barriers to learning across the curriculum and subject areas. Report to SLT, Trust and Governing Body on performance of year groups
- Supporting SLT on the development of teaching and learning program and outcomes across the Academy in accordance with National curriculum and teaching and learning guidance
- To support strategies and process for GCSE options choice across the Academy through to post-16 education applications
- Managing after school curriculum including Parents' Evening and graduation ceremonies
- Ensuring "Quality" of marking across the Academy is monitored for consistency using implemented strategies
- Supporting year group students through mentoring and developing student voice
- Additional whole school responsibilities at the discretion of the Headteacher
- Such other duties as may be appropriate to achieve the objectives of the post or to assist the Academy in the fulfilment of its objectives commensurate with the post holder's salary grade, abilities and aptitudes

Job Description Reviewed By: Headteacher

Date: January 2019

Personal Specification

Job Title: Director of Learning and Outcomes	Salary: MPS/UPS + TLR 1b	Location: Rockwood Academy
---	---------------------------------	-----------------------------------

	Essential	Desirable
Education, Training and Qualifications <ul style="list-style-type: none"> • Qualified Teacher Status • Master's Degree • Degree or equivalent • Established and evidenced practice as a good/outstanding teacher over a prolonged period 	<p>x</p> <p>x</p> <p>x</p>	<p>x</p>
Professional Development <ul style="list-style-type: none"> • Evidence of a commitment to own professional development • Recent relevant in-service training in Management and Leadership 	<p>x</p>	<p>x</p>
Experience <ul style="list-style-type: none"> • The development of Schemes of Work across the Key Stages • Working effectively as a Tutor /experience of pastoral • Effective use of Assessment for Learning to engage learners as partners in their learning • Professional development/ mentoring of colleagues • Currently holding a position of responsibility • Developing Teaching and Learning strategy across the curriculum • Experience of leading a development within a team • Development of partnerships with other schools, business and the community • Experience of raising aspirations and achievement 	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>x</p>

Knowledge <ul style="list-style-type: none"> • Use of strategies to remove barriers to learning • Use of assessment and attainment information to improve practice and raise standards • An understanding of education within a Multicultural/Multi-faith community • Use of strategies to promote good learner relationships and high attainment in an inclusive environment • An understanding of Emotional Literacy developments to support learning and teaching • Vision for the developments of Teaching and Learning • Secure knowledge of Programmes of Study at KS3/4 • Strategies to enhance teaching and learning 	x x x x x x x x	x
Skills <ul style="list-style-type: none"> • Excellent communication and presentation skills • Competent user of ICT • Competent co-ordinator and motivator • Ability to use and promote a wide range of teaching methodologies • Ability to plan and resource effective interventions to meet curricular objectives • Ability to understand large complex data • Ability to engage positively with stakeholders 	x x x x x x x	
Commitments <ul style="list-style-type: none"> • Actively supports the Academy's aims and developments • To lead extra-curricular activities/ educational visits / out-of-hours learning/weekends • To innovative curriculum development and partnership with other schools and the wider community including business and industry links • Commit to additional professional development • Commitment to evidence achievement and gain accreditation against threshold and post threshold standards 	x x x x x	
Personal <ul style="list-style-type: none"> • Passion for Teaching and Learning • Passion to raise aspirations in urban schools • Enthusiastic and flexible • Able to demonstrate a commitment to the purpose and values of the Academy and CORE Trust 	x x x x	