



Director of Early Years

Salary / grade range	L6-L10
Location	Trust Wide
Reports to	Chief Education Officer - Primary School Improvement Lead

Purpose of role:

You will work directly with the Early Years leaders and teachers to identify the strengths and weaknesses and support academies to address their areas of development. You will be a pivotal person to show and share the best Early Years practice across our academies. The successful candidate will help our primary academies to build their own sustainable capacity and promote improvements. You will be expected to deliver regular professional development sessions to Early Years leaders in order to enable them to meet their academy aims and improve outcomes for children. You will be a consistently very good/outstanding teacher with some of your time being spent teaching in allocated academies leading by example. You will be instrumental in continuing to develop individual Co-op Academies Early Years provision, curriculum and assessment across the Trust.

Key accountabilities (and specific duties / responsibilities):

- Raise standards and outcomes in Early Years across our academies in all areas
- Build sustainable capacity of Early Years teachers and leaders including CPD delivery
- Develop Early Years curriculum and assessment resources to support effective teaching and learning
- Communicate key messages to Early Years teachers and leaders, Headteachers and Chief Education Officers
- Consistently demonstrate a high standard of Early Years teaching and curriculum across our academies
- Teaching in those academies that need your support the most leading, by example showing what best practise looks like on a daily basis
- Deployment of Specialist Leaders of Education within Early Years to support you in improving standards and outcomes at the end of Reception
- Developing the number of academies that have outstanding Early Years practice (curriculum and teaching).
- Ensuring you provide support and challenge to those you work with to drive up standards in all areas
- Work alongside the Director of Early Reading to embed an effective Early Reading and phonics programmes and intervention in all academies
- Build an external network that can really help and support our academies with improving their Early Years provision
- Report on standards and quality of provision to the CEo responsible for the primary school improvement team.



Personal attributes required (based on job description):		
<p>Attributes</p> <p>Optimistic, sensitive, passionate, patient, honest, modest, respectful, open, willing, decisive, assertive and confident</p>	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I)
<p>Qualifications</p> <ul style="list-style-type: none"> QTS 		A
<p>Experience</p> <ul style="list-style-type: none"> Have extensive experience of teaching Early Years and knowledge of effective early years pedagogy Have experience and credibility in leading others, including experience of coaching teachers to improve Early Years practice, curriculum and outcomes Have proven experience of identifying and implementing effective strategies for improving outcomes in Early Years Have proven experience in ensuring that the statutory framework is fully implemented and compliant Track record of positive significant impact on pupils' outcomes through their own teaching and through leadership Delivering high quality CPD, monitoring implementation and evaluating impact 		A/I A/I A/I A/I A/I A/I
<p>Skills, Ability, Knowledge</p> <ul style="list-style-type: none"> Have outstanding Early Years knowledge and be able to demonstrate their passion and enthusiasm for communicating this to others Have an up-to-date knowledge of the Early Years statutory framework and assessment requirements, and be keen to contribute to current curriculum/provision development across the Trust Have outstanding communication skills, with the ability to leverage influence with all levels of the organisation and be able to work effectively with a team of Early Years' leaders Have an ability to combine rigour and high expectations with personal tact and discretion Understand and respect the importance of diverse cultures and faiths within the academies, with a commitment to equal opportunities The ability to form and maintain appropriate relationships and boundaries with children and colleagues Be able to build relationships quickly with teachers and 		A/I A/I A/I I A/I A/I A/I



<p>headteachers</p> <ul style="list-style-type: none">• Be able to demonstrate resilience, motivation and commitment to driving up standards of achievement• Have the IT competence necessary to fulfil all duties within the role		A/I A
<p>Personal Qualities</p> <ul style="list-style-type: none">• Be excited to share their knowledge and expertise with a diverse family of schools and be able to travel to all the academies within the Trust.• Access to your own car with a full driving license is essential.• Be aligned with all co-operative values and the Co-op Ways of Being.• Be committed to ensuring that all children in our schools receive an excellent education in a safe and stimulating environment.		A/I A A/I A/I

This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.

If you currently work more than 0.4fte, your application must be accompanied by a letter from your headteacher supporting your application and agreeing to release you 2 days a week to fulfill this role.

Please make it clear if you are applying for a secondment or 0.4fte permanent position.