

Job Profile:

Strategic Lead for School Improvement (Primary)

Specialism in English preferred



Salary scale:	Leadership 6 - 10
Working hours:	1 FTE (Part time hours will be considered)
Academy/department:	Abbey Multi Academy Trust
Responsible to:	Co-CEO/Director of Education
Nature of contract:	Permanent, Full Time or Part Time

Job purpose:

The post holder will, by working with the Co-CEO/Director of Education and Academy leaders:

- Contribute to Abbey Multi Academy Trust's strategic priorities and drive-up standards and levels of performance required in an outstanding organisation.
- Lead and support academies with all activities relating to standards, quality of education, performance development and quality of subject leadership.
- Oversee and support a coherent structure underpinning quality of education and staff development across primary provision in the MAT.
- Support academies with the design and implementation of the English curriculum.

Job specific responsibilities:

- To provide dynamic support for strategic leadership and in particular, the quality of education and the quality of English in each academy.
- To support and promote the agreed ethos, aims and expectations of the Trust.
- To work closely with senior leaders and key staff across the Trust to support and direct the vision, high achievement, progress and overall standards.
- To support the development of a Strategic Plan with the CEOs / Principals, Senior Leadership Teams, Local Governing Bodies and other stakeholders.
- To support academies in preparing for the evaluation of the quality of education at the point of an Ofsted inspection and ensure processes are Ofsted ready.
- To lead and oversee the research and development of new projects both within Academy Support Programmes and Academy to Academy Support Programmes across the MAT.
- To support improvement and development of the performance culture of the Trust, analysing trends and developing interventions to raise standards and pursue excellence in all areas of academy performance.
- To participate in the Trust's approach to academy/school review including whole academy/school subject and aspect reviews in conjunction with the CEOs and Principals/Headteachers.
- To provide information and expertise which contributes to the Trust's analysis of external inspection evidence and self-evaluated judgement and profiles.
- To challenge underperformance which acts as a barrier to student achievement or academy improvement.
- To create an environment where staff are supported and challenged so that high performance is the norm.
- In some circumstances and when deemed necessary, the Strategic Lead for School Improvement may be seconded into an academy leadership position

Quality of Education

To lead in establishing a highly effective learning environment. This involves:

- Supporting with the development of ambitious and robust curricula, securing and sustaining quality first teaching, supporting the development of high quality the continuing professional development programmes to support the needs of the MAT, its Improvement Plans and the development of individual teachers and departments.
- Supporting the development of teacher performance across the academies, using the process to develop teachers' professional effectiveness and guide the CPD programme.
- To support the establishment of a highly effective learning environment by providing effective monitoring, quality assurance and self-evaluation.
- To keep up to date with major developments and changes in education and develop specific expertise as required.
- To support monitoring and development of the quality of teaching and learning and pupil achievement in order to set and meet aspirational targets.
- To collaborate with the Senior Leadership Teams on innovations in curriculum and teaching and learning including new technologies, ensuring outstanding teaching and learning and encouragement of innovation.
- To support leadership teams in developing bespoke CPD programmes.
- To deliver a coherent research structure that demonstrates impact and supports the development of teaching and learning.
- To promote a culture of high expectations ensuring all students thrive, achieve success, become engaged in their own learning and are encouraged to develop both educationally and personally.
- Ensure that academies identify the needs of every pupil and that early intervention takes place as necessary.
- Ensure outcomes of subject reviews/deep dives and whole academy reviews feed into setting priorities for improvement of learning and progress.
- To use Key Performance Indicators to benchmark and health check academies and support student outcomes.
- To develop colleagues' pedagogy and practice to ensure that teaching is typically 'good' or better. This may involve team teaching/model lessons
- Through the modelling of effective teaching and learning, support all colleagues in their delivery of quality first teaching.
- To develop, inspire and motivate effective leadership in order to raise standards across the MAT.
- To ensure equality of opportunity for all.
- To regularly review own practice, set personal SMART targets, take responsibility for own development and encourage colleagues to be similarly active in their personal and continuous professional development.
- To support staff across the Trust to develop their use of data and quality assurance processes so they are empowered to set and achieve challenging targets for all students.
- To support the development of the quality of education and leadership across the MAT.
- To support succession planning within the Trust through effective development of individual staff.
- To ensure equality of opportunity for all.
- To support process of effective assessment to develop pupil progress.
- To support the development of student leadership across the Trust.
- To ensure a wide range of activities for students to give them confidence in their ability to take on new challenges, raise aspirations and increase self-belief.

- To comply with the Trust's Child Safeguarding Procedures and to report concerns to the Designated Child Protection Officer in the relevant academy.
- To ensure high standards of student care, well-being, safeguarding, behaviour and attendance.
- To foster a lively and welcoming ambience in which high standards of behaviour encourage learning and social development.
- To support and uphold the academies' policies on behaviour, attendance, discipline and bullying.
- To follow incident and conflict resolution procedures and undertake meetings with parents/carers where appropriate.

Other Duties

- To work with the CEOs to develop external relationships and partnerships in support of the Trust
- To work to promote the positive image of the Trust in the wider community, including with the local community, business partners, Higher Education institutions and other external partners.
- To attend and provide advice in meetings of the Trust Board, Local Governing Bodies and associated Committees as required.
- To liaise with outside agencies as required
- To organise and contribute to academies' events and support academies' functions.
- To provide an excellent role model for colleagues and pupils, conveying a professional standard of behaviour, punctuality, attendance and appearance, maintaining high morale and confidence within the Trust.
- To undertake any professional duties reasonably delegated by the Director of Education including, where necessary, secondments to senior leadership positions within Trust academies.
- To ensure a well organised environment, maintain a high profile presence, being accessible and supportive to students, colleagues, parents/carers and the wider community.
- To take responsibility for line management of designated colleagues and resources in order to achieve objectives.
- To ensure in any undertaking, to act with financial probity and in accordance with financial procedures.

Abbey MAT responsibilities

- Contribute to the overall aims and values of the academy and Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required
- Comply with all academy and Trust policies and procedures including child protection, safeguarding, health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person
- To safeguard and promote the welfare of children for whom you have responsibility, or come into contact, including adhering to all specified procedures
- To promote and adhere to principles underpinning equalities in terms of employment and service delivery to ensure that colleagues are treated, and services delivered, in a fair and consistent manner.

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in this profile, but which is in line with the general scope, grade and responsibilities of the role.

People Profile:

Aptitudes, qualities and values:	Essential	Desirable
Be confident, positive and approachable	✓	
High personal standards of integrity and probity	✓	
Enthusiasm, vision, drive, adaptability and resilience	✓	
Be able to secure the loyalty and confidence of students, staff, parents/carers, Governors and others	✓	
Have consideration of the views of others	✓	
Advocate a sound educational philosophy with the ability to translate into practice	✓	
Ability to create a learning culture within the organisation which is recognised by staff, students, parents and carers	✓	
Commitment to personal development	✓	
Be able to understand and develop your own emotional intelligence	✓	
Strong commitment to raising standards	✓	
Ability to remain positive and enthusiastic, including when under pressure	✓	
Be willing to work outside normal hours	✓	
To be flexible in order to meet the demanding nature of this role	✓	
A commitment to our mission and values demonstrated by current practice	✓	
Support the Christian ethos of Abbey Multi Academy Trust	✓	
Qualifications, knowledge, skills and experience:	Essential	Desirable
Qualified teacher status for England (or equivalent)	✓	
Relevant degree (or equivalent)	✓	
Recent, relevant professional learning and development	✓	
Demonstrable success in raising standards and meeting challenging targets	✓	
Excellent oral and written communication skills with an ability to negotiate at all levels	✓	
Be E-confident and able to understand and sell the benefits of ICT and future technology in an education context	✓	
Ability to set appropriate targets for the improvement of Academy performance and how to establish, monitor and evaluate an action plan in relation to those targets	✓	
Ability to interpret and implement new legislation, policies and directives	✓	
Ability to analyse information from a wide variety of sources and solve complex problems	✓	
Ability to demonstrate sound leadership in managing transition between key stages for students across the Academy and with partner schools and academies	✓	
Ability to demonstrate sound organisational skills, work under pressure and determine priorities to meet tight deadlines	✓	
Ability to provide clear educational vision and direction	✓	

Ability to work in partnership with senior leaders and governors	✓	
Ability to analyse and use pupil data on attainment and progress to raise standards	✓	
Secure knowledge of statutory requirements relating to curriculum and assessment	✓	
Knowledge and understanding of the OFSTED statutory inspection framework	✓	
Evidence of sustained impact as a senior education leader within the primary sector	✓	
Experience of developing a highly exciting and innovative curriculum which is personalised to the needs of the whole student	✓	
Experience of managing, developing, inspiring and motivating staff	✓	
A proven track record of managing change quickly and effectively to deliver transformational and cultural improvements	✓	
Experience of presenting high quality, strategic information to Governors and supporting their role as a 'critical friend'	✓	
Experience of data analysis and the identification of where intervention is required to ensure that students of all levels of ability achieve their full potential and beyond	✓	
Successful experience of monitoring, evaluating and improving the quality of teaching and learning	✓	
Understanding of what excellence looks like within educational leadership, management, teaching and learning.	✓	
Evidence of successfully operating at both strategic and operational levels.	✓	
Driving Licence/ Access to vehicle and willing to travel to Abbey Mat Schools	✓	
Safeguarding and promoting the welfare of students:	Essential	Desirable
Appropriate motivation to work with children and young people	✓	
Ability to maintain appropriate relationships and personal boundaries with children and young people	✓	
Comply with the Trust's commitment to the protection and safeguarding of children	✓	

Our Trust mission:

In partnership to Educate, Nurture and Empower

Our Trust vision:

Abbey Multi Academy Trust is committed to providing high quality education for all within an environment which is welcoming, disciplined and purposeful. Through a range of opportunities including academic, cultural and spiritual, our students and staff are empowered and nurtured to flourish and live 'life in all its fullness' (John 10:10).

www.abbeymat.co.uk

