



# Assistant Principal: Quality of Teaching

Astrea Academy Dearne

<b>Salary:</b>	Leadership Scale 11-15	<b>Reports To:</b>	Vice Principal – Quality of Teaching and Curriculum
<b>Actual Salary:</b>	£65,090 - £71,694	<b>Start Date:</b>	April or September 2025
<b>Contract:</b>	Permanent	<b>Location:</b>	Astrea Academy Dearne

## Purpose of the Role

*'The best available evidence indicates that great teaching is the most important lever schools have to improve pupil attainment. Ensuring every teacher is supported in delivering high-quality teaching is essential to achieving the best outcomes for all pupils, particularly the most disadvantaged among them.'* (Education Endowment Foundation).

The successful candidate will have the knowledge, skill and passion for leading the delivery of high quality teaching across the school, and most importantly, the ability to drive change. You will possess the leadership and communications skills necessary to support and motivate others, and the organisational skills to manage the breadth of work that this role encompasses.

We are looking for an aligned professional to join our forward-thinking, passionate and no excuses senior leadership team and are interested in candidates with a range of academic specialisms and expertise. A final role will be drawn up in consultation with the successful candidate and the leadership team.

## Strategic Leadership, management and organisation

- ★\* Contribute fully to the strategic development of the academy through full participation in meetings and discussions with senior staff .
- ★\* Contribute to the monitoring and evaluation of standards in teaching reporting to the Vice Principal and Principal and, where required, wider leadership team and LGC (Local Governance Committee).
- ★\* Produce regularly reviewed documentation to record evaluative activity and judgements and contribute to plans for improvement.
- ★\* Advise and support the senior leadership team and, where required, the LGC on matters pertaining to standards in teaching and learning, devising, taking and monitoring appropriate action to improve these as required in consultation with the Principal.
- ★\* Take a full part in the sharing of good practice across the academy.
- ★\* Provide day-to-day leadership of the secondary phase teaching team, ensuring the highest of standards in teaching and learning.
- ★\* Contribute to ensuring the progress of professionals through high-quality CPD.
- ★\* Contribute to all leadership discussion and provide advice on matters pertaining to resources, budget planning, present and future staffing needs on the school site.

- ★\* Undertake whole-school development projects according to identified and agreed priorities and evaluate the impact of these upon scholar outcomes.
- ★\* Ensure that safeguarding and 'prevent' duties are taken into consideration in the development of all school policies and working practices.
- ★\* Undertake any other reasonable professional task as directed by the Principal.

### Leadership of teaching, learning and assessment

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### Leadership of care, guidance, behaviour and safeguarding

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- ★\* Undertake any other reasonable professional task as directed by the Principal.

### Professional Standards

- ★\* Support and contribute strategic thinking to the ethos, vision, principles and values of the academy
- ★\* Model the treatment of colleagues, scholars and all members of the community, with respect and consideration.
- ★\* Ensure that all scholars are treated fairly, consistently and without prejudice.
- ★\* Set a good example to staff and scholars in terms of appropriate dress, standards of punctuality and attendance.
- ★\* Support the aims of the school through ensuring full staff attendance at and participation in events such as open evenings, parent's evenings and the like.
- ★\* Ensure that the ethos of the academy is upheld by all staff on the academy site and challenge or support in this where necessary.
- ★\* Reflect on own practice as well as the practices of the academy with the aim of achieving excellence in every area of our work.
- ★\* Contribute to and ensure adherence to the various policies of the academy and devise and implement school improvement plans.
- ★\* Contribute to the development and management of the academy by leading team and staff meetings as required.
- ★\* Ensure that all deadlines are met as published in the academy calendar.
- ★\* Promote lifelong learning and promote enrichment and extension activities within the academy.

### General

- ★\* Undertake a shared responsibility for health, safety, hygiene and cleanliness throughout the setting.
- ★\* Be familiar with all emergency and security procedures.
- ★\* Relate confidently and politely to colleagues, volunteers, parents and members of the public.
- ★\* Adhere to Academy policy and procedures particularly Health and Safety and Equal Opportunities and operate with regard to relevant legislation.

- ★ Report any Child Protection incidents or concerns in accordance with the Children in Need procedures, Barnsley child protection procedures and education directorate guidance.
- ★ Flexible approach required to work.
- ★ Any other duties commensurate with the grade and falling within the scope of the post as requested by the Principal.
- ★ Respect confidentiality.
- ★ Demonstrate a commitment to their own development, to take advantage of education and training opportunities and develop their own competence.

### **Manage behaviour effectively to ensure a good and safe learning environment**

- ★ Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour in both in classrooms and around the academy, in accordance with the academy's behaviour policy.
- ★ Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- ★ Manage classes effectively, using approaches which are appropriate to scholars needs in order to involve and motivate them.
- ★ Maintain good relationships with scholars, exercise appropriate authority and act decisively when necessary.

### **Fulfil wider professional responsibilities**

- ★ Make a positive contribution to the wider life and ethos of the academy.
- ★ Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- ★ Deploy support staff effectively (where available)
- ★ Take responsibility for improving performance through appropriate professional development, responding to advice and feedback from colleagues.
- ★ Communicate effectively with parents, carers and external agencies with regard to scholars' achievements and well-being.

### **Personal and Professional Conduct**

- ★ Demonstrate a high standard of personal and professional conduct and uphold public trust in the profession by maintaining a high standard of ethics and behaviour in and outside of the academy in line with the academy's policy.
- ★ Have professional regard for and actively promote the ethos, policies and practices of the academy and maintain high standards in own dress, attendance and punctuality.
- ★ Understands and acts within the statutory frameworks which set out professional duties and responsibilities.

### **Education and Qualifications**

- ★ Qualified Teacher Status
- ★ Good Honours Degree

### **Experience**

- ★ Evidence of outstanding teaching and impact on student outcomes
- ★ Personal success in middle or senior leadership & experience of managing a team successfully
- ★ Experience of working in more than one school or Academy

- ★ Experience of leading both teachers and associate staff
- ★ Experience of monitoring and evaluating aspects of teaching and learning and/or performance management
- ★ Evidence of a commitment to self-improvement as a professional

### Knowledge, skills and abilities

- ★ Knowledge and understanding of data analysis and how to find trends emerging that indicate scholar progress
- ★ Ability to lead on the implementation of a wide range of scholar interventions
- ★ Knowledge and understanding of what constitutes high quality educational provision and strategies for raising achievement
- ★ An understanding of how to seek and use data effectively to track and monitor progress and show impact of actions
- ★ Knowledge and understanding of data analysis and how to find trends emerging that indicate scholar progress
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### Personal attributes

- ★ An understanding of how to seek and use data effectively to track and monitor progress and show impact of actions
- ★ Ability to work under pressure and deadlines with high expectation of self and others
- ★ An understanding and commitment to the protection and safeguarding of children and young people
- ★ Excellent organisational skills – especially when logistically planning multiple events involving other institutions
- ★ Ability to establish and maintain good relationships with others
- ★ Energy, imagination, loyalty and personal commitment
- ★ Ability to inspire the trust, confidence and respect of all stakeholders
- ★ Sense of humour and maintain a sense of perspective
- ★ Complement the skills and abilities of the Principal and the Leadership Team

*Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks.*

*Astrea Academy Trust are delighted to be part of such an important movement, which will ensure we have the guidance to challenge attitudes towards disability, tap into wider talent pools and help all individuals across the Trust fulfil their potential and realise their aspirations. As a disability confident employer we have pledged to promote a culture that ensures there are no barriers to the development and progression of disabled staff*