



Job Description

Trust School Improvement Lead

L11 - L15

Responsible to

Job Purpose

- Leading the improvement of teaching & learning across the Trust.
- Sharing pedagogy and sharing best practice to raise standards.
- To impact positively and directly on the quality of teaching and outcomes within the Trust.
- Be an exemplar of outstanding practice; model outstanding teaching and learning within the Trust's schools

Main responsibilities

To work as part of the central trust team and working under the direction of the CEO to develop, implement and evaluate policies and practices, specifically those which focus on school improvement, promoting collective responsibility for implementation which in turn may lead to agreed Trust models of working.

Provide practical support to teachers to improve their teaching and learning skills. Typical activities will normally include:

- Coaching & mentoring of teachers and support staff
- Induction of teachers and support staff
- Facilitating Trust forums
- Disseminating materials and advising on practice, research and continuing professional development
- Providing support to teachers and support staff who are experiencing difficulties in performance including those being supported through a managerial support programme or going through a capability process
- Actively model and support others to effectively demonstrate flexibility and creativity in the design of learning sequences within lessons and across lessons so that lessons are effective and consistently well-matched to learning objectives, considering timely AFL to ensure precise next steps of learning for all learners.
- Actively model and support others to integrate recent educational developments
- Actively model and support teachers to effectively use assessment for and of learning to provide learners with timely, accurate and constructive feedback on learners' attainment, progress and areas for development that promotes pupil progress.
- Support teachers to improve the effectiveness of teacher assessment and use formative assessment and summative assessment precisely to inform planning
- Advise on the development and well-being of children and young people
- Research and evaluate innovative curricular practices; draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues
- Take a lead in planning collaboratively with colleagues in order to promote effective practice. When planning, identify and explore links within and between subjects/curriculum areas

- Driving own CPD by keeping abreast of National Policy and practice
- Actively use and support colleagues to understand local and national statistical data as a basis for improving teaching and learning
- Promote collaboration and work effectively as a team member, supporting others to develop such skills
- Contribute to the professional development of colleagues using a broad range of techniques and skills appropriate to their needs (e.g. through delivery of group and 1 to 1 sessions as well as coaching and mentoring) demonstrating enhanced and effective practice, and effectively providing advice and feedback
- Make well-founded appraisals of situations upon which advice is sought, applying high level skills in classroom observation to evaluate and advise colleagues on their work and devising and implementing effective strategies
- Work effectively with staff and leadership, acting as a key link supporting the head of School Improvement to implement new policies and practice across the Trust
- Driving own CPD by keeping abreast of National Policy and practice
- Work directly with colleagues individually and across schools within the Trust and become a trained peer reviewer
- Work with national agencies and funding organisations to attract income into the Trust for projects that enhance provision in our schools

Trust Ethos

- Be aware of and support difference and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the Trust.
- Develop constructive relationships and communicate with other agencies/professionals where appropriate to the role.
- Share expertise and skills with others.
- Participate in training and other learning activities and performance development as required.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Demonstrate and promote commitment to equal opportunities and to the elimination of behaviour and practices that could be discriminatory.
- Within a responsibility of a duty of care, comply with all policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

This job description outlines the main activities of the post. It is not meant to be, nor is it, an exhaustive or exclusive list of specific duties and activities. The post holder will be expected to undertake any duties, which could reasonably be construed as being within the remit of the post.

Developments

The work of the Trust changes and develops continuously which in turn requires post holders to adapt and adjust. The functions/responsibilities above should not therefore be regarded as permanent but may change as appropriate to the grading of the post. Any major changes will involve discussion and consultation with the post holder and where necessary, with a trade union representative.

IRONSTONE ACADEMY TRUST IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE AND EXPECTS ALL STAFF AND VOLUNTEERS TO SHARE THIS COMMITMENT. THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES INCLUDING AN ENHANCED DISCLOSURE AND BARRING SERVICE (DBS) CHECK.

Ironstone Multi Academy Trust: Story, Vision, and Values

- **Ironstone STORY**

- Ironstone Academy Trust takes its name from the proud history made by the people of Middlesbrough and the stunning environment we live in.
- In the last century the industrial powerhouse of 'Ironopolis' transformed the world, setting the standards for quality steel and iron production around the world. We are working hard to ensure the young people of the current 'Ironopolis' will go on to transform their world, be it building bridges like the Sydney Harbour Bridge, or being sporting heroes like Clough or Mannion.

- **Ironstone VISION**

- Ironstone is a strong Multi Academy Trust. All academies in the Trust work and learn together. The Trust puts the need of pupils at the heart of its decision making. We challenge our academies and our staff to enact our values, delivering consistency, efficiency, and effectiveness.
- Our pupils will be confident, knowledgeable, and ready to take on the challenges that life brings.

- **Ironstone VALUES**

- We are Ironstone Multi Academy Trust:
- **I**nclusive
- **R**esilient
- **O**pen
- **N**urturing
- We value our pupils and employees. We work to ensure our academies are a great place to be a pupil, and a special place to work.

March 2023