

- Work with the Trust strategic data function, setting school targets with the DoL, keeping an operational track on the monitoring of in-year assessments and the MAT dashboard.
- Work with Headteachers and school leaders using school progress data to ensure improvements and priorities are realised.
- Work with school leaders to support raising achievement plans, self-evaluation or Ofsted actions plans, including the identification of further improvements and priorities.
- Work with the DoL in rating schools' performance and supporting trigger measures.
- Support the rapid improvement of Wessex schools where vulnerability has been identified so that they are at least 'good' at their next inspection.
- Help lead the school improvement process across Wessex, ensuring a consistent implementation and focus on building capacity for schools to take charge of their own improvement.
- Work with the Headteachers and senior staff to support leaders with their action plans for school improvement.
- Support the culture of constant improvement and to be an inspirational leader.
- Use the Wessex appraisal system to support staff and drive-up standards.
- Ensure effective use of Wessex educational software such as Provision Map and Class Charts to drive up school improvement.
- Provide up-to-date reports on school effectiveness within the Trust to the Standards & School Improvement Committee (SSI) and to the Trust Board if requested.
- Support educational due diligence on any new schools considering joining the Trust to support the Trust decision making around new conversions/sponsorship.
- Attend school governor meetings where required to provide advice, challenge and support to the governors and heads on behalf of the Trust in respect of teaching, learning and assessment.
- Work with the Trust Executive Team (ELT) to develop and communicate a clear strategic vision for the successful development of the Wessex Learning Trust.

Drive teaching, learning and assessment (TLA) in Wessex:

- Working with the Director of Learning and the Curriculum & Data Manager, be part of the leadership of the Wessex assessment strategies to ensure consistency and accuracy across the Trust.
- Working with school leaders, ensure that the curriculum, intent, implementation, and assessment fits the needs of the learner to achieve excellent outcomes.
- Contribute to the quantitative and qualitative tracking in relation to quality and outcomes in individual subjects.
- Help drive Performance Improvement Plans and the Teacher Experiencing Difficulty process, supporting Headteachers and school leaders in the process.
- Ensure standardised forms and procedures are in place and adhered to.
- Work & liaise with the DoL and the Trust's external School Improvement Partners, following up on actions from visits to ensure impact as appropriate.
- Support the Lead Practitioner model as a key aspect of Trust school improvement.
- Support the development of a 'joined up' Wessex learning language, with taxonomy and portability as learners progress, linked to learning to learn and expectations for age & ability, linked to intrinsic motivation for learners.

Drive Trust wide self-evaluation systems in Wessex:

- Work with Wessex schools to develop sustainable, clear, high quality, high impact school Self-Evaluation Systems (SEFs).

	<ul style="list-style-type: none"> • Challenge progress systematically throughout the year on Annual Improvement Plans (AIPs). • Working with the DoL, ensure self-evaluation and planning documentation is forensic and targets sub-groups and key priorities for the school and for the Trust. • Help drive the <u>Trust</u> routine Quality Assurance Systems and calendar, including blink visits, learner voice, book trawls, learning walks with school leaders, Ofsted preparation, formal subject/theme/school reviews. <p><u>Support and help lead training to improve outcomes in Wessex</u></p> <ul style="list-style-type: none"> • Lead on various Professional Learning Communities (PLCs) for Wessex, supporting school INSET sessions where necessary and leading on some whole Trust Insets. • Lead / facilitate some Subject Networks across the Trust. • Deliver training courses for staff, which could include face to face and online, routine briefings, specific (bespoke) to the needs analysis of Quality Assurance models. • Support training programmes & courses for support staff. • Support the Chief Executive and Director of Learning with the Talent Management strategy. <p>The Wessex Learning Trust is committed to safeguarding and promoting the welfare of children and young people. All staff working within the Trust are expected to share a commitment to doing this. You will be expected to follow and promote the procedures in the child protection and safeguarding policy and report any concerns in accordance with agreed procedures. If your own conduct in relation to the safeguarding of children and young people gives cause for concern the Trust's child protection procedures will be followed alongside implementation of the Trust disciplinary procedures.</p>
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Additional duties and Information	<ul style="list-style-type: none"> • Ensure the aims, priorities and policies of the Trust are adhered to. • Act as a positive representative of the Trust and its learners in all circumstances and at all times. • Whilst every effort has been made to explain the main duties and responsibilities of the post, not all individual tasks undertaken will necessarily have been identified. • Employees are expected to be courteous to colleagues and provide a welcoming environment to all, maintaining a professional standard of demeanour and dress • Attending relevant meetings, as required. • Participating in training and other learning activities and performance development, as required. • This job description is current as at the date shown, and whilst every effort has been made to explain the main duties and responsibilities of the post, not all individual tasks undertaken will necessarily have been identified. The job description will be reviewed annually as part of the appraisal process or at other appropriate times as determined by the Trust.
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 PERSON SPECIFICATION	
Essential	Essential (E) Desirable (D)
QUALIFICATIONS	
QTS (Qualified Teacher Status)	E
Postgraduate qualifications	E
A National Professional Qualification	D
EXPERIENCE	
Evidence of successful experience as a Senior or Middle Leader	E
Recent professional development that evidences preparation for this post	E
Proven track record of school improvement over time, as evidenced by Ofsted judgements and learner outcomes	E
Evidence of impact working beyond own school setting and influencing through others	D
Evidence of developing research-informed practice	E
Understanding and experience of the current Ofsted framework and national qualifications framework	E
Experience of rigorous self-evaluation and external review/inspection of schools	E
Experience of re-motivating disengaged learners in schools, improving attendance, behaviour and learner performance, including for vulnerable learners	E
Experience of growing and developing teams of leaders	E
Knowledge of curriculum and assessment	E
Evidence of using data, benchmarks and feedback to monitor progress in learning and to bring about rapid improvement	E
Able to evidence leading innovation in schools to develop high quality learning and teaching	E
A track record of developing leadership in others	E
Evidence of promoting an ethos of shared responsibility for the success of all learners	E
A track record of fostering an open, fair and equitable culture	E

Evidence of successfully managing conflict	E
SKILLS	
Excellent written and verbal communication skills	E
Self-motivated with a high level of organisational skills and the ability to prioritise workload effectively	E
Adaptable to changing circumstances and new ideas	E
Resilient, hard-working and able to maintain a sense of perspective	E
Track record of providing inspirational and strong collaborative leadership to staff, governors/Trustees and parents/carers	E
Able to give and receive effective feedback, be reflective and develop own practice	E
PERSONAL QUALITIES	
Energetic, adaptable, enthusiastic and reliable with personal impact and presence	E
Inquisitive and able to think creatively, solve problems and make decisions based on sound judgement	E
Passionate about delivering high quality education to children and their families	E
Demonstrate professionalism, loyalty, and integrity	E
Empathy with learners and families in difficult circumstances	E
OTHER	
Comply with safer recruitment checks including enhanced DBS	E
Signature (employee):	
Date:	
Signature (line manager):	
Date:	