

Deputy Headteacher – School Improvement and Growth

Role Specific Responsibilities

1. To develop and implement school improvement plans aligned with trust-wide objectives.
2. To analyse school performance data to identify strengths, weaknesses, and areas for growth.
3. To collaborate with headteachers and senior leaders to set high expectations for teaching and learning.
4. To lead the implementation of trust-wide initiatives to raise educational standards.
5. To work closely with curriculum leaders to monitor the impact of curriculum changes on student outcomes.
6. To coordinate and conduct reviews, learning walks, and audits to evaluate all practices within the school and trust if required.
7. To liaise with external agencies to design and implement the monitoring and evaluation strategies needed to support St Aidan's in providing a world class educational provision.
8. To support St Aidan's in meeting or exceeding Ofsted standards and trust benchmarks.
9. To quality assure all areas of operational management to ensure they support the successful implementation of the schools' strategic priorities.
10. To oversee the collection and analysis of assessment data and use data insights to drive interventions and strategies for improvement.
11. To measure the impact of improvement initiatives and adjust strategies as needed
12. To inform the headteacher about effective allocation of resources (financial, human, and material) to ensure effective deployment to meet the school priorities.
13. To facilitate sharing of best practices, expertise, and resources across the school and trust.
14. To design and lead professional development programs for staff, including coaching, mentoring, and CPD initiatives which drive innovation.
15. To identify and nurture talent for succession planning within the school and trust.
16. To build external partnerships with educational organisations, local authorities, and community stakeholders.
17. To support the integration and alignment of new schools into the trust as required.
18. To provide strategic oversight for improving underperformance within St Aidan's and other schools as required.
19. To act as an ambassador for St Aidan's and the trust, ensuring alignment with its vision, values, ethos, and strategic goals.
20. Communicate effectively with trustees, governors, parents, and other stakeholders.
21. To prepare and present reports on school performance and improvement progress governors, trust leaders, and other stakeholders as required.
22. To ensure compliance with statutory requirements and trust policies.
23. To ensure continuous improvement through evidence-based practices

This job description forms part of the contract of employment on appointment. It will be subject to review and may be amended at any time after consultation, and with the agreement of the postholder.

[January 2025]