



Integrity

Creativity

Resilience

Collective Responsibility

Deputy Headteacher

Whole School Strategic Leadership

1. Shows full alignment with the Springcroft ethos and values, where we put the learning experience of the child at the centre of our work.
2. Demonstrates vision and the ability to turn vision into reality, and is an innovative leader.
3. Exhibits high quality leadership skills, attributes and professional competences which are instrumental in raising aspirations, expectations and standards for all children and staff at Springcroft Primary School.
4. Thinks strategically to generate new ideas to enrich children's learning that assist the Head Teacher in the Strategic Management and the development of Springcroft Primary School.
5. Understands the impact school leadership and improvement has on children, staff, Governors and parent's learning at Springcroft Primary School, and seeks continuous improvement using the School Improvement Plan as a vehicle to establish clear priorities for development and action.
6. Empowers, motivates and influences children, staff, Governors and parents, and take a lead role in maintaining the highest standards of teaching, learning and pupil behaviour management at Springcroft Primary School.
7. Is dedicated to further enriching the well-being of our children, staff and the wider community Springcroft serves.
8. Retains positivity and show resilience during challenging times.
9. Is calm, radiates good humour and demonstrates common sense.
10. To be fundamental in the day to day running of Springcroft Primary School, taking responsibility for the school in the absence of the Headteacher.
11. Promotes and safeguards the welfare of all children and young people within Springcroft Primary School, by ensuring that the School's policies and procedures relating to safeguarding children and child protection are fully implemented and followed by all staff; resources are allocated to allow staff to discharge their responsibilities; and that staff,

pupils, parents and others feel able to raise concerns and that these are addressed sensitively and effectively.

Assessment and Achievement

1. Responsible for the overview of the whole of Springcroft Primary School's assessment processes; creating a working hypothesis based on ASP and other related data that identifies areas for targeted intervention, reviewing and adopting support staff deployment so as to increase overall effectiveness and therefore raising expectation in each Key Stage.
2. Liaise with the middle leaders to ensure the dissemination of good practice and effective strategies to facilitate improved provision and outcomes.
3. Ensure the principles of Assessment for Learning are embedded in practice and that pupils are aware of their next steps in learning.
4. As a leader and in liaison with the Head Teacher, effectively manage the performance of staff across Springcroft Primary School through the implementation of the appraisal policy and annual review, and hold responsibility for addressing underperformance.

Teaching and Learning

1. Maintains an excellent record of classroom practice where children have thrived and created opportunities for modelling good practise across the school, seeking out and disseminating good practice.
2. Leads the development, review and evaluation of the quality of education across Springcroft Primary School.
3. To be a role model for all of Springcroft Primary School's policies and practices, providing guidance and support to staff in order to improve the quality of Teaching and Learning.
4. Effectively implement the latest Ofsted framework, DfE guidance and current developments in educational practises and research.

Signed_____ date_____