

### Job Description for Director of Education

<b>Job title</b>	Director of Education
<b>Accountable to</b>	Chief Executive Officer and the Education, standards and school performance committee
<b>Purpose</b>	<ul style="list-style-type: none"> <li>To deliver the Aurora School Improvement strategy across all schools within the Trust</li> <li>To contribute to the evaluation, design and implementation of future strategy</li> </ul>
<b>Salary range</b>	L22-L26 (£74,283 - £81,927)
<b>Effective date</b>	From 1st Sept 2023 or earlier by negotiation

### Key areas of responsibility

- To lead the implementation of the Aurora School Improvement Strategy
- To lead the further development of the Aurora School Improvement Strategy working with key stakeholders
- To improve the quality of educational provision in all Aurora schools, acknowledging and utilising their unique contexts whilst achieving and exceeding national expectations
- To contribute to the analysis and evaluation of school performance based on a broad range of metrics
- To establish and maintain professional networks that contribute effectively to school improvement
- To lead the Aurora curriculum development team and oversee the further creation and development of the Aurora curriculum (academic and personal development)
- To support schools in implementing the Aurora primary and secondary curriculums (academic and personal development) which closes gaps for SEND and disadvantaged learners, builds cultural capital and prepares learners appropriately for success in their next stage of education or employment
- To ensure that resources are used effectively and that collaboration across the Trust is strong
- To ensure that the assessment and reporting framework is applied consistently across all Aurora schools and make improvements where required
- To support schools in following Aurora's pupil attendance policy and evaluating levels of attendance across Trust schools identifying patterns and trends
- To support schools in ensuring that statutory requirements are met
- To develop links and networks beyond the Trust
- To deliver training and CPD to a range of audiences that supports the implementation of the Aurora school improvement strategy
- To identify and nurture talent within schools
- To support the CEO with Head Teacher Appraisal and line management
- To develop a broad and effective range of school improvement skills and knowledge in self and in all leaders within Aurora
- To elicit high performance from all colleagues through holding high expectations and providing the correct balance of challenge and support for schools
- Contribute to ensuring Aurora reflects a vibrant and inclusive ethos which actively values and promotes diversity, unity and community cohesion, and supports pupils to become successful integrated citizens.
- Ensure that Trust strategy is designed and delivered in accordance with the requirements of the Equality Act
- Actively challenge and address discrimination
- Contribute to the Trust strategic leadership that secures the continuation of the development of the Aurora School Improvement Offer

### Notes

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This job description is not exhaustive and may be changed at any time to meet the changing requirements of Aurora. This job description details responsibilities but does not direct any particular priorities or amount of time to be spent carrying out these duties.

This job will require the appointee to be able to work flexibly across multiple locations and travel between them. Some working in unsociable hours will be required from time to time.

### Anticipated Outcomes

- All Aurora schools and nurseries are at least "Good" in Ofsted terms
- Pupil outcomes are in line with or better than national expectations at the end of the Early Years Foundation Stage and each key stage in progress or attainment
- Aurora schools to have a consistent and effective framework for teaching and learning
- The Aurora Curriculum is richly developed and fully operational across all schools
- All pupils have significant opportunities for personal development beyond the academic curriculum and targeted activities are in place for disadvantaged groups
- Pupil attendance is at least in line with national expectations

### Person Specification – Director of Education

Aspect	Requirement	Essential	Desirable	Assessment
Qualification	Qualified teacher status	x		Application Form
	NPQEL, NPQML, NPQSL or NPQH		x	
	Further relevant professional studies		x	
Experience	School, MAT or LA based senior Leadership experience	x		
	Headship experience		x	
	Demonstrable experience of raising standards and establishing a high performance culture in schools	x		
	Experience of working in nursery, primary or secondary schools	x		
	Experience of working in the academy sector		x	
	Successful delivery of training that leads to positive impact on pupil outcomes	x		
	Experience of ensuring schools meet statutory requirements	x		
	Successful partnership working with other schools and/or academies, external agencies and stakeholders	x		
	Experience of Ofsted processes	x		
Knowledge & understanding	Understanding and application of school improvement principles	x		Application Form
	Thorough knowledge and understanding of national priorities and current developments	x		
	Thorough knowledge and understanding of the Ofsted Framework and its implications for school standards	x		Supporting Statement
	Deep understanding of effective curriculum design and delivery in schools	x		Interview

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	Understanding of different approaches to assessment and the purpose and validity of these approaches	x		
	In depth knowledge of best practice with regards to 'Quality of Education'	x		
	In depth knowledge of the national curriculum	x		
	Understanding of issues related to schools in challenging or vulnerable contexts and strategies to secure high levels of pupil attainment and attendance		x	
Abilities & skills	Ability to design and deliver strategy that secures improvement in school performance	x		Application Form  Supporting Statement  Interview
	Ability to lead, motivate and develop school leaders securing consensus and agreement on key priorities and actions	x		
	Ability to analyse and interrogate quantitative and qualitative performance metrics to arrive at secure evaluations of school performance	x		
	The ability to use technology to ensure all written communication reflects our best practice and the skill to ensure that it is of the highest quality and aesthetic standard	x		
	Ability to work effectively as part of the Trust team and with Headteachers, senior leaders, other school staff, trustees, pupils, guardians/carers, stakeholders and partners within, and beyond, the education sector	x		
	The ability to challenge underperformance or resistance and find ways to overcome barriers to success	x		
Accountability	Willingness to learn from others and to both seek and take advice	x		Application Form  Supporting Statement  Interview
	Excellent self-awareness and ability to manage self	x		
	Excellent interpersonal skills	x		
	Ability to secure the commitment of all stakeholders to the vision of Aurora	x		
	Ability to think strategically, creatively and to prioritise	x		
	Excellent communication (written, oral and presentation skills)	x		
	Ability to proactively engage with a range of external partners and networks	x		
Equality	Demonstrate knowledge and understanding of equality issues and legislation (both provision and outcomes)	x		Application Form
	Demonstrable commitment to equality of opportunity and inclusive education	x		Supporting Statement
	Ability to integrate equality policies into action		x	Interview
Safeguarding	Knowledge of local and national safeguarding requirements	x		Application Form
	Evidence of having complied with statutory	x		

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	obligations in order to achieve highly effective safeguarding			Supporting Statement
	Experience of performing effectively as DDSL or DSL		x	Interview
Other requirements	Commitment to forming and sustaining a close working relationship with Aurora colleagues	x		Application Form
	To maintain a sense of perspective and good humour	x		
	To enjoy working in a challenging environment	x		
	Resilience, the ability to work under pressure and to meet deadlines	x		Supporting Statement
	Willingness to work in a flexible way from multiple locations including travel between them. Willingness to occasionally work at unsociable hours	X		Interview