



RESPONSIBLE TO:

Director of Education

PURPOSE OF THE ROLE:

To support the Chief Executive Officer (CEO), Director of Education and Board of Trustees to deliver the Trust's vision, values and mission so that the Trust's pupils and everyone connected with the Trust's academies achieves excellence.

The Director of School Improvement will under the direction of the Director of Education to develop, implement and evaluate policies and practice, specifically those which focus on school improvement and leadership development promoting collective responsibility for implementation. The post-holder will provide inspirational, strategic and professional leadership and delivery of school improvement across all primary academies and the Trust's Post 16 provision.

The post-holder will provide academies with the appropriate balance of support, robust external challenge and professional development and will work collaboratively with leaders to accurately monitor and evaluate the quality of education, inclusion, behaviour and attitudes, personal development, leadership and management and the quality of early years implementing appropriate strategies that lead to improved and sustainable high-quality performance.

MAIN RESPONSIBILITIES:

- Support the delivery of the Trust's School Improvement Strategy providing support and robust external challenge through regular quality assurance activities and support and development visits to all academies.
- Develop strategies for improving the quality of education across the Trust, ensuring that they are implemented effectively by Headteachers and Local Academy Boards.
- Provide outstanding leadership on school improvement which ensures continuing improvement and success with a focus on accelerating and sustaining strong pupil progress for all pupils and groups.
- Lead through high expectation and aspiration; being prepared to challenge mediocrity and under-performance as necessary.
- Work with Headteachers to ensure that school improvement priorities and plans are appropriate and in line with the evaluation of the academy, monitoring the progress of these plans and targets through quality assurance activities.
- Liaise with Local Academy Boards to bring about school improvement as necessary.
- Motivate, coach and mentor senior and middle leaders to ensure they promote a shared culture and positive climate for all.
- Further develop trust-wide networks and a shared culture that enables staff at all levels to work collaboratively, develop joint practice, celebrate success and accept responsibility for outcomes.
- Work with the CEO and Director of Education to develop trust-wide succession planning, talent spotting and continuous professional development programmes, investing in our staff to enhance the quality of provision across the Trust.
- Identify at risk academies within the Trust, providing clear information to the CEO which identifies root causes of underperformance/vulnerability and construct rapid improvement plans.
- Enable individual academies to develop their own individual identity, culture and ethos, responsive to their context whilst maintaining the values of Enhance Academy Trust.
- Ensure all academies are 'Ofsted ready', supporting the aim that all academies become 'outstanding' in all areas.
- Take strategic responsibility for Trust wide areas as allocated by the CEO, for example SEND/Inclusion.
- Support the building of relationships with other local schools/Trusts, and particularly in those schools who may be considering joining our Trust and/or going through due diligence.

This job description may be amended at any time following discussion between the post-holder and the Director of Education. The above list is indicative and not exhaustive. The post holder is also expected to carry out all such additional duties as are reasonably commensurate with a senior role within the Trust.