

Job: Excellence Leader – Subject Specialist

Pay Scale: Leadership 8 - 10

Permanent 0.2 FTE or equivalent 1 day per week plus 4 days of Teaching commitment

Relationships: Responsible to: Deputy CEO/Director of Secondary Education Bridge Academy Trust

Purpose:

- To develop the sustainable leadership skills of identified subject leads within the trust
- To support the development of a named subject area across the Bridge Academy Trust at the secondary level (11 – 19).
- To support the Subject Leaders to ensure excellent outcomes (& progress) for all schools (pupils) within Bridge Academy Trust, with a specific focus on those schools deemed to be 'at risk' of not achieving a high quality of education provision.
- To be a positive ambassador for Bridge Academy Trust.
- To be a critical professional friend to the schools, helping Senior Leadership Teams to evaluate school performance, identify priorities for improvement and plan effective change

Impact Measures:

- The subjects in each school have positive value-added scores and are above (or in-line with) National averages for outcomes.
- The 'quality of education' provision is judged to be at least 'good or outstanding'
- Self/peer/team leader evaluation of leadership skills and effectiveness/impact of their role

Main Duties / Responsibilities

Specific Responsibilities

- To provide support to improve the quality of teaching and pedagogy in the subject area.
- To provide challenge and support to ensure the planned curriculum is sequenced and progressive between and across key stages.
- To support peer reviews undertaken in the secondary schools. This includes liaising with colleagues in defining lines of inquiry, drawing up agreed conclusions and agreeing next steps.
- To provide support for Senior Leaders to quality assure the Subject Leaders self-evaluation of the quality of education provision.
- To provide coaching and mentoring opportunities to the Subject Leaders and teachers within the secondary schools.

- To provide support to the Subject Leaders to identify best practice for assessment and intervention strategies.
- To provide support to ensure data is used effectively and the accuracy of predicted grades are within acceptable tolerance levels.
- To promote greater collaboration between schools by facilitating subject meetings and moderations to support key developments of the Trust or identified needs of the schools.
- To work with the Director of Secondary Education to identify professional development needs that will lead to rapid improvement and/or embedding sustainable systems.
- To actively promote an outward-facing approach to school-to-school support and school improvement.
- To add value to each Secondary school, with regard to school improvement, beyond their current capacity.
- To support the implementation of the BAT People Strategy.
- Provide support to any school within Bridge Academy Trust as required and directed.
- The post holder must be flexible, adaptable and able to travel to any of the BAT academies.

The duties outlined within this job description may be modified by the Chief Executive Officer in consultation with the post holder to reflect or anticipate changes in the job.