

Regional Director of Education

Job purpose including main duties and responsibilities

In addition to the General Professional duties set out in the School Teachers' Pay and Conditions Document, the following duties are attached to the Regional Director of Education.

Main objectives of the post

The Regional Director of Education is the first tier professional for a regional hub of schools.

Working with the Head of School/Head Teacher and the School Board and Trustees, the Regional Director of Education is responsible for ensuring vision, leadership and direction for the continuing improvement of the school.

The Regional Director of Education is responsible for ensuring that learning and teaching are highly effective and that all pupils maximise their potential by:

- Ensuring equality of opportunities for all
- Ensuring all relevant legislation is complied with
- Ensuring all policies and procedures are followed in The Pioneer Academy schools within the region
- Ensure strategic vision is promoted by all The Pioneer Academy stakeholders within the region
- Quality assurance of teaching and learning
- Maintaining and raising standards through continuous improvement
- Ensuring monitoring is effective and having the necessary impact
- Maintaining and improving a purposeful learning environment
- Ensuring an appropriate and challenging curriculum
- Performance Management of Head teachers and Heads of School
- Ensure all groups of pupils make at least good progress within the region
- Monitoring of all PPRs with Head Teachers to ensure they are rigorous and have high impact
- Overview of all pupil data, with a particular focus on all vulnerable groups

Qualities and knowledge

1. Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils they serve.
2. Demonstrate optimistic personal behaviour, positive relationships and attitudes towards pupils and staff, and towards parents, governors and members of the local community.
3. Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
4. Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
5. Regularly review own practice, set personal targets and take responsibility for own development, seeking advice and support from other agencies.

6. Coach senior leaders across the academy – Head Teacher/Head of School/ Deputy Heads.
7. Communicate compellingly The Pioneer Academy's vision and drive the strategic leadership, empowering all pupils and staff to excel.

Pupils and staff

1. Enforce a clear and rigorous expectation for all staff and Governors to promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.
2. Demand ambitious standards for all pupils, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on pupils' outcomes.
3. Secure excellent teaching through an analytical understanding of how pupils learn and of the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and pupils' well-being.
4. Establish an educational culture of 'open classrooms' as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
5. Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
6. Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
7. Hold all staff to account for their professional conduct and practice.

Systems and Process

1. Develop Regional systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
2. Support the provision of a safe, calm and well-ordered environment for all pupils and staff, focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
3. Ensure rigorous, fair and transparent systems and measures for managing the performance of all staff are implemented, empowering senior leaders in addressing any under-performance, supporting staff to improve and valuing excellent practice.
4. Promote strong governance and actively support the school boards to understand its role and deliver its functions effectively – in particular its functions to set school strategy and hold the Head Teacher to account for pupil, staff and financial performance.
5. Exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of pupils' achievements and the school's sustainability.
6. Promote distribute leadership throughout the schools within the region, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

Self-improving school system

1. Promote outward-facing schools which work with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all pupils.
2. Develop effective relationships with fellow professionals and colleagues in other public services to improve academic and social outcomes for all pupils.
3. Shape the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.
4. Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Leading and Managing the organisation

1. Safeguarding procedures are fully integrated within the management processes and procedures for all Pioneer Schools, and are consistently implemented by all staff.
2. Employees are required to work in compliance with the schools' Health and Safety policies and under the Health and Safety at Work Act (1974), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the school.
3. Lead the Region of Pioneer Schools towards outstanding Teaching and Learning.
4. To oversee all areas of school development - planning, actions and evaluation.
5. Ensure evidence-based improvement plans and policies promote continuous school improvement linked to each school's SEF.
6. Ensure all pupils are motivated by all staff, and all staff are motivated by senior leaders.
7. Develop and maintain good relationships between The Pioneer Academy schools, especially within your region.
8. Ensure value for money.
9. Create an inspiring, professional work environment consistent with the partnership and each school's values and aspirations.
10. Awareness of responsibilities at all times under GDPR and the Data Protection Act 1984 for the security, accuracy, and significance of personal data held on computerised systems.
11. Ensure the ongoing development of an organisational structure which reflects the partnership and each school's values, and enables effective and efficient operations.
12. Effectively manage each school strategically within the partnership's human, financial and physical resources.
13. Support recruitment, retention and appropriate deployment of staff.
14. Develop effective relationships and communications which underpin a professional learning community that enables everyone in the school to achieve.

15. Ensure effective team communication mechanisms to ensure that all staff are involved in the partnership/school's development plan and are kept informed of key priorities and developments.
16. Provide effective organisation and management for each school and seek ways of improving organisational structures and functions based on rigorous self-evaluation.