



WE ARE ASTREA

REGIONAL EDUCATION DIRECTOR

ASTREA ACADEMY TRUST

APPLICANT BRIEF





OPEN LETTER FROM DIRECTOR OF SECONDARY

Dear Candidates,

We are excited to be recruiting a Regional Director with responsibility for our 4 schools in South Yorkshire. This pack contains the information of the opportunity with us. The successful candidate will share the Trust's vision for a brilliant education, underpinned by subject experts in the classroom, a world-class curriculum and excellent pupil behaviour.

We are looking for someone who is committed to a knowledge-rich education, with a track record of leading schools to high levels of attainment and with impeccable learning behaviours. We are particularly interested in candidates who have a track record of significant pupil behaviour turnarounds, successfully leading a school from an Inadequate or RI judgement to Good in the last few years where you have transformed the behaviour culture enabling all pupils to self-regulate their behaviour in order to learn effectively. Alongside the academic curriculum, the Trust also aspires to develop cultural capital and opportunities for pupils' personal development that enable the Trust's pupils to leave our schools equipped for their next stage of education and work. The successful candidate will embrace the opportunity to work with Trust and school leaders, to drive the further development and implementation of Astrea's curriculum strategies across our secondary schools in South Yorkshire.

If you are a passionate, authentic and driven leader who has high expectations and aspirations and believes that we have a collective responsibility for our pupils please contact me via Lauren Ward lauren.ward@astreaacademytrust.org and we can discuss the opportunity further.

I look forward to hearing from you.

Hywel Jones
DIRECTOR OF SECONDARY



JOB DESCRIPTION

JOB TITLE	Regional Director – South Yorkshire
REPORTING TO	Director of Secondary
SALARY RANGE	£90,000 - £100,000
LOCATION	South Yorkshire
TRAVEL	National travel as required

Purpose

Under the direction and guidance of the Director of Secondary Education, this role is responsible for:

- Supporting the Director of Secondary in leading improvement across our secondary schools.
- The line management of 4 principals in South Yorkshire in a clear Trust accountability structure.
- Driving up standards of pupil attainment and achievement across all year groups.
- Challenging and supporting academies to achieve their targets.
- Developing the skills and knowledge of our Principals and leaders at all levels.
- Delivering Trust-wide improvement projects on time and with a substantive positive impact.

All Regional Directors are asked to take on a specific Trust-wide accountability alongside their line management of Principals, this will be defined and agreed based on the skills and leadership experience of the successful candidate.

Key Accountabilities

- Share a sense of collective accountability for the performance of the Trust's schools.
- Work with designated leaders across the Trust to drive up standards of pupil attainment and achievement, reporting monthly to Trust Performance Review (TPR).
- Lead improvement in teaching and learning in our South Yorkshire schools by liaising closely with national subject leads and the Director of Teaching.
- Monitor and evaluate the work of the academies and build their capacity to improve through directing, mentoring, coaching, professional development and performance management as appropriate.
- Identify best practice from within the Trust and from outstanding external partners and ensure this is shared and embedded consistently within schools and across the Trust.
- Work with the Secondary Director and Regional Director colleagues to ensure that common strategies are implemented where agreed, including the implementation of an outstanding curriculum in every school, the development and implementation of the Astrea Promise (trust-wide enrichment programme).
- Ensure schools achieve their performance targets for all pupils across all key stages and phases.
- Ensure schools achieve their performance targets for inclusion, which include academic and attendance targets for SEND, disadvantaged and pupils with EAL.
- Ensuring each leader able to articulate the 3 year 'improvement journey' of the school.

Key Responsibilities



- Ensure that each Principal has in place sound strategies for monitoring and evaluating the quality of teaching and standards of pupils' achievement, using benchmarks and setting targets for rapid improvement of all children, including those in vulnerable groups.
- Ensure that schools have robust and effective monitoring and evaluation, identify and act on areas of improvement in relation to the curriculum and assessment for SEND pupils and for those who are low attaining.
- Ensure that robust assessment data analysis is used to set challenging targets for vulnerable groups.
- Support schools in ensuring that funding such as the SEN notional budget, Pupil Premium and High Needs funding are used effectively and evidence of impact is clear.

Trust-level Accountabilities

- Contributing to the development of the education strategy and the creation of sustainable short; medium and long-term business plans to ensure the attainment of goals and objectives set by Astrea Trustee Board;
- Contributing to the development of broader Trust business plans as directed;
- Ensuring the adherence of the organisation's daily activities and long-term plans with established policies and legal guidelines;
- Devising remedial actions for any identified issues, risks or threats and conduct crisis management when necessary;
- Forging and maintaining relationships of trust with stakeholders; partners and external authorities;
- Developing Astrea's sector presence through media and public engagement where appropriate;
- Expanding Astrea community presence and public awareness of the organisation's mission and service.



PERSON SPECIFICATION

- Experienced school leader with a track record of school transformation, especially on pupil behaviour attitudes and staff/pupil culture.
- Experience of cross-trust projects and/or accountabilities.
- Understanding of, and empathy with, the MAT operating model.
- Proven experience of delivering school improvement and improving pupil outcomes across a number of schools.
- Ability not only to articulate clearly 'what outstanding looks like', but the vision and ambition to deliver it
- Up-to-date, evidence-led knowledge of, and engagement in subject/curriculum, national policy, pedagogy, classroom management strategies, inspection findings and statutory requirement.
- Proven experience of curriculum development and of leading the creation, direction and implementation of assessment and curriculum.
- The ability to understand pupil and school level performance data for the purposes of target setting, monitoring, targeted intervention, evaluation and strategic influence.
- Ability to inspire, challenge, motivate and empower teams and individuals to achieve high performance;
- Proven ability to lead an organisation successfully through a period of change.
- Evidence of improvement of outcomes for all secondary pupils at GCSE and desirably A-Level.
- Proven experience of the Ofsted inspection process and the evidence schools need to demonstrate improvements over time.
- Collaborative and inspirational leadership skills.
- Hold QTS.

This is not exhaustive.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy or requested by emailing recruitment@astreaacademytrust.org