



Star

STAR ACADEMIES

Nurturing Today's Young People, Inspiring Tomorrow's Leaders

JOB DESCRIPTION

Job Title:	Standards Lead (Community Schools)		
Base:	As assigned		
Reports to:	Executive Director: Education and Director of Curriculum and Assessment.	Grade:	L20 to L24
Staff Responsibility for:	As assigned	Salary:	£75,331 to £83,081
Additional:	As assigned	Term:	Permanent Full Time

JOB SUMMARY

Support Community Schools to secure the best possible outcomes at KS4 through comprehensive and faithful adoption of Star's Results Strategy and embedding best practice and building capacity with teachers and leaders.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

1 Quality Assuring Results Strategy Adoption

- 1.1 Lead the implementation of Community Schools' adoption of Star's Results Strategy.
- 1.2 Support each school to ensure adoption of Star's Results Strategy with fidelity and rigour.
- 1.3 Quality assure the Subject Results Plan for each school.
- 1.4 Quality assure the tiering strategy for maths, languages and science.
- 1.5 Review the staffing and pupil numbers in each set for English, maths and science.

2 Half-Termly Assessment & Forecasts

- 2.1 Evaluate tracking systems for all subjects.
- 2.2 Quality assure and approve forecasts for English, maths and science each half-term.
- 2.3 Review half-termly data for each school and draft a data dashboard summary report.
- 2.4 Review each school's analysis of half-termly data and ensure key actions are completed following each data collection.
- 2.5 Review the use of tutoring and intervention funds to ensure best practice in line with research on most impactful strategies.

3. Developing the Capacity of Leaders

- 3.1 Visit assigned schools – as directed by the Executive Director at an agreed frequency – to reflect the risk of poor outcomes.
- 3.2 Participate in the recruitment and induction of senior leaders in school responsible for outcomes.
- 3.3 Develop the capacity of senior leaders through coaching, modelling of leadership activity, co-planning, and training.
- 3.4 Support leaders to establish effective systems to assess, track, analyse, review progress, and identify and address underperformance.
- 3.5 Lead planning and delivery of half-termly Standards Board Meetings for each assigned school to review data and share actions to improve outcomes.

4. Funding/Budget Management

- 4.1 Ensure that the budget allocated is used effectively and efficiently to maximise its impact on the achievement of the best possible outcomes for pupils.
- 4.2 In keeping with the Trust's financial systems, ensure that budgetary controls are effective and expenditure is managed effectively.

5. Accountability

- 5.1 Be accountable to the Trust for performance and outcomes in the Trust's schools.
- 5.2 Carry out any such duties as may be reasonably required by the Executive Director of Education.

6. Other Responsibilities

- 6.1 Exercise a commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.
- 6.2 Promote the Trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders'.
- 6.3 Champion the Trust's values of 'Service', 'Teamwork', 'Ambition' and 'Respect'.
- 6.4 Contribute to the wider life of the Trust and the Star community.
- 6.5 Carry out any such duties as may be reasonably required by the Trust.

7. Records Management

- 7.1 All staff who create, receive, and use records in the course of their job are responsible for ensuring that records are managed appropriately. It is therefore likely that this post-holder will have responsibility for record-keeping as part of the role. Employees are required to be conversant with the Trust's policies and procedures on records management.

This appointment is with Star Academies. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Star Academies Contract'.



Star

STAR ACADEMIES

Nurturing Today's Young People, Inspiring Tomorrow's Leaders

PERSON SPECIFICATION

No	CATEGORIES	Essential/ Desirable	Assessed by:	
			App Form	Interview/ Task
QUALIFICATIONS				
1.	Qualified Teacher Status.	E	✓	
2.	NPQ in senior leadership or equivalent.	E	✓	
EXPERIENCE				
3.	Senior Leadership responsibility for outcomes.	E	✓	✓
4.	Securing outstanding results consistently as a teacher and leader.	E	✓	✓
5.	Improving results through effective leadership.	E	✓	✓
6.	Successfully delivering training and coaching for leaders.	E	✓	✓
7.	Developing high impact intervention programmes.	E	✓	✓
8.	Development and use of tracking at subject and school level.	E	✓	✓
9.	Analysis of assessment data and its use to secure improvement and identify gaps in learning.	E	✓	✓
10.	Working effectively with teachers, middle leaders and senior leaders.	E	✓	✓
11.	Successful work in/with schools in challenging circumstances.	E	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
12.	'Star Excellence' or 'Proficient Teacher' if employed by Star. If not employed by Star, record of exceptional teaching.	E	✓	✓
13.	Knowledge of Star's Results Strategy, its rationale, and how to evaluate its implementation.	E	✓	✓
14.	Ability to analyse performance data and use it to secure improvement.	E	✓	✓

			Assessed by:	
No	CATEGORIES	Essential/ Desirable	App Form	Interview/ Task
15.	Skills and knowledge to design effective professional development programmes and materials.	E	✓	✓
16.	Excellent interpersonal and communication skills.	E	✓	✓
17.	Well-developed coaching and mentoring skills.	E	✓	✓
18.	Ability to develop, maintain and nurture positive professional relationships and work effectively with staff of varying experience.	E	✓	✓
19.	Ability to write concise and accessible reports.	E	✓	✓
PERSONAL QUALITIES				
20.	Commitment to Star's Results Strategy and ambition to achieve exceptional outcomes for all young people.	E	✓	✓
21.	Commitment to working outside school hours as required, including during weekends and evenings.	E	✓	✓
22.	Highly organised, diligent, literate and articulate.	E	✓	✓
23.	High level of professional and personal integrity.	E	✓	✓
24.	Personal resilience, persistence and perseverance.	E	✓	✓
25.	A passionate belief in the trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders.'	E	✓	✓
26.	A strong commitment to the trust's value of 'Service.'	E	✓	✓
27.	A strong commitment to the trust's value of 'Teamwork.'	E	✓	✓
28.	A strong commitment to the trust's value of 'Ambition.'	E	✓	✓
29.	A strong commitment to the trust's value of 'Respect.'	E	✓	✓
30.	Commitment to support the trust's agenda for safeguarding and equality and diversity.	E	✓	✓
31.	Sympathetic to and supportive of the mixed multi-academy trust model and ethos of the establishment.	E	✓	✓