



Vice Principal: Curriculum, Staff Development and Standards

Job Description

Our Mission

*Our purpose is to **inspire** a love of learning, **empower** our college community with the knowledge and skills to help them make meaningful choices and contribute positively to the world in which we live*

*To **achieve** excellence in all aspects of school life.*

PURPOSE OF JOB

- Be an inspirational leader, committed to excellence for all in every area of the School's work.
- Work with the Principal to contribute to strategic planning for the School for both the short and long term, anticipating needs and responding to developments both in the local community and in a national and international context.
- To create a culture of constant improvement within a collaborative professional learning environment
- Development of a clear and ambitious vision for high quality education for all students
- Creation of an inclusive culture where all members of the community are valued and a culture of safeguarding is promoted

CONTRACT TERMS AND DUTIES

This job description should be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document (STPCD).

ACCOUNTABLE TO

Principal

KEY RESPONSIBILITIES

- To work as part of the senior leadership team in conjunction with the governing body to develop and implement the strategic vision for the school.
- To strategically lead the development of the curriculum to ensure that it is ambitious and designed to give all students the knowledge to succeed in life.
- To ensure the curriculum offered is broad and balanced with a good range of academic and vocational courses that go beyond the EBAC entitlement

- To support the Curriculum Leads in ensuring all teachers have good subject knowledge and are skilled in delivering the curriculum. Resulting in enhancing student understanding and retention of key knowledge.
- To be responsible for the 'Quality of Teaching' across the college and ensure the systems for evaluating, monitoring and improving the educational provision of the school rapidly move towards 'Excellence for All'.
- To line manage the Assistant Principals and Lead Practitioners responsible for improving the quality of Teaching & Learning and assist in guiding their work so that support is deployed effectively and has maximum impact on raising Teaching Standards
- To strategically lead Teaching and Learning across the school to ensure Thurston Community College students have the very best outcomes and reach the destination of their choice.
- To advise the Senior Leadership Team and Governors of significant curriculum developments and their implications for the work of the school.
- To identify and evaluate innovative teaching and learning practices to inform changes that may need to be made to the curriculum.
- To strategically lead whole school assessment procedures to ensure consistent and continuous focus on pupils' achievement, using data to monitor pupil progress.
- Ensure all internal and external exams are planned precisely and executed smoothly with minimum stress for pupils and staff alike, via line management of Exams Officer.
- To plan the CPD programme for the year taking into account the needs of the School Development Plan
- To promote the school as a high-quality training institution and maintain our excellent reputation for ITT.
- To develop the career entitlement and continue the work started on becoming a lead school for a range of training opportunities including internships and NPQs
- To deputise for the Principal as required, to be a member of the Senior Leadership Team and support the Principal in the leadership of the school.
- To undertake any other tasks as reasonably required by the Principal



PERSON SPECIFICATION

Vice Principal: Curriculum, Staff Development and Standards

Application Category	Essential / Desirable	How evidenced*
Education, Qualifications, Training		
• Educated to Degree level	E	A
• Qualified Teacher Status	E	A
• Evidence of further Professional Development	D	A
• Minimum of 5 years teaching experience	E	A
Skills, Knowledge & Experience		
• Excellent classroom practitioner	E	AI
• Senior Leader and management experience	D	A
• A good understanding of whole school issues	E	I
• Experience of planning for change, development and improvement	E	AI
• The ability to set high and clear expectations, to hold others accountable by challenging poor performance and setting objectives	E	I
• Ability to analyse, prioritise and meet deadlines	E	I
• Excellent communication skills (written and verbal)	E	AI
• Experience of conducting staff induction, mentoring and performance management	E	A
• Commitment to supporting community/external agencies involvement in school	E	I
• Commitment to safeguarding and promoting the welfare of children	E	I
• Able to motivate, promote good relationships and effectively communicate with all stakeholders	E	I
• Experience of whole school self-review and evaluation	E	A
• Ability to work under pressure and deal with a multitude of tasks and priorities successfully	E	I
• Be a confident and comfortable public speaker, in meetings and larger groups	D	I
Personal Qualities		
• Creative, enthusiastic and proactive, keen to embrace new ideas and challenges	E	I
• Able to build effective and positive working relationships	E	I
• Organised and methodical approach to work	D	I
• Works well as part of a team	E	AI
• Flexible, listens and is prepared to seek advice and support	E	I
• Able to deal sensitively with people and resolve conflict	E	AI

• Good sense of humour	E	I
• Committed to continuing professional development for self and others	E	A
• High level of professional integrity	E	AI

***I = Interview/ A = Application form**