

**DEPARTMENT: ACADEMY IMPROVEMENT**

 **AND LEADERSHIP DEVELOPMENT**

**DESIGNATION: FAST TRACK ASSISTANT PRINCIPAL**

**RESPONSIBLE TO: HEAD OF ACADEMY/PRINCIPAL**

 **AREAS OF STRATEGIC IMPROVEMENT**

 **DIRECTED BY THE PRINCIPAL**

**POST GRADE:** **ADDITIONAL TEMPORARY PAYMENT**

**NAME:**

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| **Main Purpose of the Post**  |
| * Lead on a specific area of school improvement as directed by the Principal that support the development and implementation of Learning and Teaching initiatives and strategies at the Academy, which improves the teaching practice of all members of staff and therefore raises pupil standards and progress.
* Enhance skills through rigorous, effective self-evaluation and appropriate professional development.
* The post will be entirely focused upon Learning and Teaching although the precise scope and role is negotiable, you may be asked to undertake other tasks as reasonably required at the discretion the Head of Academy.
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| **Core Responsibilities, Tasks and Duties** |
| Duties* Support the Senior Leadership Team to:
* develop the Academy’s vision and values.
* provide the strategic direction to support the development of an outstanding Academy.
* lead and manage staff well whilst deploying staff and resources efficiently and effectively.
* Improve standards of behaviour
* Deliver great teaching that maximises learning and share resources across the Academy to support delivery to all classes and abilities.
* Contribute to Staff Development and CPD and share relevant and pertinent educational research and thinking in your development area.
* Work alongside and support the other leaders and Subject Leaders to support the development of teaching that impacts on pupil learning.
* Support the work of the academy development plan in building a curriculum that is fit for purpose and is implemented across the Academy consistently
* Support assessment plans; processes and materials across the Academy.
* Develop the use of coaching/mentoring techniques and styles to develop teaching practice of teaching staff (inc Associate teachers).
* Use monitoring data to measure improvements in teaching and learning to measure impact of CPD.
* Contribute to cross-curricular Teaching & Learning CPD across The Alpha Academies Trust.
* Engage in professional dialogue with specific colleagues which emphasises improvements in teaching and learning and highlights areas for development, resulting in a positive impact on pupil learning and outcomes.
* Promote the use of Assessment for Learning (AfL) techniques e.g. teacher questioning and dialogue to improve teaching and deepen learning.
* Take responsibility for their own professional development to improve pupils’ learning and grow the role as a Lead Practitioner for your progression to Strategic leadership.
* Support the delivery of intervention programmes to secure strong outcomes for all pupils.
1. Health and Safety
* Ensure a work environment that protects people’s health and safety and that promotes welfare and which is in accordance with the Trust Health and Safety policy.
1. Professional Accountability
* Live the values of the Academy every day
* The post holder is required to be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person. In addition, they are to contribute to the achievement of the school’s objectives.
1. Safeguarding
* Promote and safeguard the welfare of all children and young persons you are responsible for or within the academy.
1. Equalities
* Ensure that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.
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| **Declaration** |
| **The Alpha Academies Trust is committed to safeguarding and promoting the welfare of children and young people.**Signed \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Dated\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Print name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

**PERSON SPECIFICATION**

**APPOINTMENT OF: FAST TRACK ASSISTANT PRINCIPAL**

**DEPARTMENT: ANY SUBJECT AREA**

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| **Minimum Requirements** | **Measured by:****A) Application****B) Test/Exercise****C) Interview** |
| **QUALIFICATIONS/TRAINING****It is essential that the post holder has:*** Degree or equivalent qualification
* Qualified teacher status
* Completion of Early Career Teacher Training
* Recent and relevant personal and professional development
 | **A** |
| **EXPERIENCE/KNOWLEDGE:****It is essential that the post holder has/can:*** A track record as an effective and efficient subject teacher of students of all abilities.
* Demonstrate a positive impact on teaching, learning and standards.
* Demonstrate an impact on learning which impacts positively on student performance.
* Experience in developing effective working relationships in a department and across an Academy
* Experience of developing individualised learning in students using the full range of resources to support it.
* Accurate assessment and evaluation of own teaching practice of attainment, progress and areas for development that secure improvements.
* A well-developed philosophy of high aspirations and expectations for every student to receive a good education and achieve high standards.
* Recent and relevant personal and professional development and evidence of independent research that can be evidenced in own teaching practice and maybe shared in department or beyond
* Strong evidence of strong teaching and taking on CPD strategies given by Academy or other means
 | **A & C** |
| **SKILLS AND ABILITIES:****It is essential that the post holder is/has/can:*** Ability to articulate passion for teaching and learning
* Good Interpersonal and communication skills.
* Ability to manage change; support, and increasingly lead innovations and meet challenges successfully.
* Strong negotiating and influencing skills.
* Ability to command respect from students, staff, parents and be a positive presence in the Academy.
* Openness to challenge, risk-taking and creative ideas.
* Ability to understand, analyse and make effective use of a wide range of data
* Ability to assist in the development of effective policies and practices in the pursuit of excellence in educational standards and quality.
* Improve the effectiveness of teaching & learning within the faculty such that all learners achieve or exceed their full potential.
* Improve assessment practices such that you improve the quality of teaching within your area(s) of responsibility.
* Ability to work collaboratively with colleagues to promote effective practices.
* Ensure that excellent and innovative practices become widespread across the department and increasingly across the Academy
* Ability to support and lead on quality staff development leading to personal and professional progression.
 |  **C** |
| **ADDITIONAL FACTORS:****It is desirable that the post holder is/has:*** Dynamic and positive
* Excellent health and attendance record
* Pragmatic and proactive
* Resilient when working under pressure
* A team player
* A willingness to undertake appropriate training.
* Awareness and sensitivity with regard to equal opportunities and race equality.
* An ability to fulfil all spoken aspects of the role with confidence through the medium of English.
 | **A & C** |