

Job Details	
Job Title:	Director of School Improvement
ISR:	L28 - 34 (£91,632 to £106,138)
Responsible to:	Chief Executive Officer
Responsible for:	Trust Wide School Improvement
Member of: Strategic Senior Leadership Team, including Trust Strategic Education Team	
<p>School improvement is our Trust's key priority, and the Director of School Improvement will join a well-resourced Trust and ambitious team. We work collaboratively to help our pupils, and everyone connected to our academies achieve excellence and human flourishing. By working together and sharing ideas, insights and best practice, our academies support each other to continuously improve.</p>	
Core Purpose & Duties	
<ul style="list-style-type: none"> ▪ Set a culture on constant improvement, providing inspirational leadership, committed to the highest achievement for all in all areas of the Trust's work and supporting the development of academy leadership talent and expertise. ▪ Provide flexible, agile, responsive, proactive and targeted School Improvement leadership and support. ▪ Provide executive leadership and line management of Principals/School leaders joining our Trust and those who may be identified as requiring additional support through our analysis of school improvement needs across our trust. ▪ Lead our education due diligence activities and seamless onboarding for new academies joining our trust. ▪ Work alongside the Strategic Education Team to identify areas within the Trust's academies where improvements need to be made and implement highly effective improvement planning and robust self evaluation. ▪ Forensically analyse gaps and maintain the oversight of aspects our Trust School Improvement Matrix review and reporting. ▪ Provide rapid school improvement where needs are identified on an ongoing basis. ▪ Support new leaders to set and develop the strategic vision, values and ethos for each academy ensuring clear alignment and collaboration between our academies/ trust. ▪ Have overall responsibility for developing and the Trust School Improvement Strategy in collaboration with the Strategic Education Team and other key stakeholders. ▪ Report to the CEO and Trust Board on the impact of the trust school improvement strategy and monitor, quality assure and report on educational standards. ▪ Have overall responsibility for reporting to the CEO and Trust Board on the school improvement strategy, improvement initiatives and monitor, quality assure and report on educational standards. ▪ Work with the CEO and Strategic Education Team leaders to ensure that academies are continuously improving, achieving excellent outcomes for all pupils, and are well prepared for all Ofsted inspections and quality assurance reviews. ▪ In conjunction with leaders, ensure improvement strategies (including those areas identified during quality assurance visits) are mapped out, actioned and followed up to secure progress, reporting on progress to our Standards Board. ▪ Work with the CEO and Strategic Education Team to ensure that there is robust succession strategy within each academy. ▪ Review and develop Trust wide policy, processes and implementation in defined areas. 	

- Coordinate and lead on the delivery of high-quality staff professional learning in defined areas, in conjunction with academy leaders and LDR@Solent (Learning, Development & Research Hub across and beyond Solent Academies Trust).
- Lead on a high quality induction programme across the education communities in our trust, including support staff, teachers and leaders.
- Facilitate and galvanise cross-trust collaboration and support to share and embed best practice in defined areas.
- Be an inspirational member of our Strategic Education Team (SET) and Strategic Senior Leadership Team (SSLT), contributing to the learning, development and research of education and school improvement strategy.
- To be deployed to support our Trust's wider system leadership role in offering school improvement support to other schools and trusts, including with SLA's with prospective new partners.
- Support the Strategic Senior Leadership Team and trustees to deliver the Trust's mission, vision, values, and trust strategic plan with integrity, passion and a collaborative, human first approach.
- Co-ordination or leadership of trust wide work/functions as agreed.
- Provide strategic advice and guidance to leaders to ensure key staff are line managed with performance targets and that roles and responsibilities underpin plans for continuous improvement and are clearly defined.

Strategic Duties/Leadership

- Provide Executive leadership in specialist areas e.g. school improvement, free schools/new schools.
- For academies identified within your line management responsibility e.g. new schools joining, work with the CEO, Trust Board, Academy Committees, other leaders and staff to implement the school's vision and strategic direction so that it is understood and acted upon by all stakeholders, in line with Solent Academies Trust vision, mission, values and school improvement pillars.
- Report to the CEO and Trust Board on strategy, improvement initiatives and educational performance and standards, as directed by the CEO.
- Demonstrate aspirational and inspirational strategic and professional leadership of school improvement across our Trust.
- Lead the continuous development and consistent implementation/ review of our Trust wide School Improvement Strategy to facilitate the achievement of consistently high standards and alignment across our academies.
- Harness the MAT dividend by establishing cross trust school improvement teams and facilitating peer to peer collaboration and innovation for school improvement across and beyond our Trust.
- Coordinate our annual Trust INSET day.
- Develop a dynamic and agile approach to Trust wide school improvement; working alongside the CEO and in collaboration with the Strategic Education Team and Academy Leaders to identify where improvements are needed.
- Develop effective plans for addressing improvement needs within each academy, including rapid action plans where priority support has been identified.
- Provide proactive and effective support for school improvement in collaboration with the Strategic Education Team and Academy Leaders.
- Facilitate ongoing development and sharing of expertise and current knowledge across the Trust in relation to pedagogy, SEND, curriculum and assessment.
- Contribute to school improvement reviews and other improvement activities within and beyond our Trust.
- Play an active role in our National Network of Excellence with Challenge Partners, supporting the local hub needs and contributing to School and Trust Peer Reviews.

- Advise and report to our Trust Standards Board and external bodies, where required, on pupil progress, outcomes, and academy performance/ standards.
- Proactive identification and development of cross-trust collaboration and networking opportunities.
- Generate reviews and evaluation of work, including regular reports to the CEO, Trustees and Strategic Senior Leadership Team.
- Delivering professional, high-quality support to external schools and trusts.
- Supporting internal trust processes (including investigations/complaints processes) (as agreed).
- Line manage the work of allocated staff/ leaders.
- Lead on other strands of whole trust strategic leadership (as agreed).
- Providing temporary direct support to schools as necessary, this may include Acting Principal/ Executive Principal in exceptional circumstances.
- Promote and support the implementation of our Trust's modelling of the Trust's highest expectations of professional standards, communication, safeguarding, health and safety, project management, financial propriety, and data management.
- Ensure staff are well informed of all aspects of Trust life to promote good communication and high morale. Embed and promote the values of respect, empowerment, and aspiration across the Trust.
- Ensure Trust policies and practice are compliant and aligns with best practice.
- Monitor local academy compliance with trust wide policy and processes, taking agreed action where this is not in place.
- Contribute to the growth of our Trust and being externally focussed; working with Challenge Partners National Network of Excellence, external agencies, local authorities, and other trusts in order to achieve a national reputation for excellence and high standards.
- Liaise with the strategic partners on the development of joint projects and initiatives that impact positively on improving pupil outcomes.
- Lead on the effective implementation of statutory requirements related to school improvement, including Department for Education, Ofsted, national and local initiatives, and externally funded projects.
- Contribute to the achievement of the Trust's strategic aims by providing ethical, dynamic, and professional leadership.
- Engage and motivate our high performing teams to achieve transformational change, growth, and success.
- Promote the importance of the regulatory environment in which the Trust and MATs operate, and a commitment to ensuring appropriate safeguards are in place, as well as a personal commitment to the safeguarding and wellbeing of children and young people.

Developing Self and Working with Others

- Treat everyone within each school fairly and equitably.
- Develop a culture of personal responsibility that recognises excellence and supports appropriate strategies to deal with under performance in accordance with Trust Appraisal and Capability policies and procedures.
- Ensure a high standard of professional development for all staff and for self.
- Sustain own enthusiasm and motivation and develop and sustain that of other staff.
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs and identified through the appraisal process.
- Develop the capacity and resilience (through coaching, wellbeing support and other appropriate means) of the educational leadership and management.

Leading by Example

- Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the schools and of the Trust.
- Lead by example, being personally visible and committed to all schools, whilst adopting a strong and flexible leadership style.
- Establish collaborative and open relationships with all stakeholders.
- Critically evaluate performance in the areas identified for school improvement priority.
- Ensure regular, open communication with the CEO and Trust Board.
- Ensure that communication channels exist enabling all staff to receive information they need in order to carry out their professional duties effectively.
- Work with leaders to recruit and retain staff of the highest quality.
- Work with all stakeholders to generate enthusiasm and commitment.
- Challenge, motivate and empower others to attain ambitious and aspirational outcomes for all.

Supporting the work of the MAT

- Develop and maintain the ethos of our Trust in all of the academies so that it is intrinsic and permeates all aspects of the academy life and our personalised curriculum.
- Develop strong, positive relationships with colleagues within and beyond our Trust, and contribute to collaborative work across the academies and support other staff in participating in Trust wide networking, collaboration and project work.
- Participate in Trust wide activities in order to share best practice, contribute to the development of Trust strategies and policies and promote the schools in a local and national context.
- Foster and promote effective partnership with families and multi-agency partners.
- Further strengthen our trust wide positive image and reputation in the wider community.
- Present complex information in a consistently credible manner to the Trust Board/ Committees and external parties.
- Work with the Strategic Education Team to develop cross trust network groups with a relevant and impactful purpose.
- Ensure the sustained raising of aspiration, achievement and attainment, is met through an inclusive, sustainable and innovative educational environment.
- Support academies and leaders to successfully implement their Academy Improvement Plans and lead on rapid action planning for school improvement for those academies that have been identified as requiring specific support.
- Mitigate risks effectively through highly effective risk management assessment, planning, implementation, and review.
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the academies, and the wider Trust family.

The post holder will be required to work and travel across all schools within our Trust.

No job description can be exhaustive, and the duties may alter in practice or over time. The post holder is expected to use his/her professional judgment to ensure that the Director of School Improvement role continues to evolve and develop in line with the Trust's changing requirements.

PERSON SPECIFICATION

	Essential	Assessed
Qualifications and training	<ul style="list-style-type: none"> ▪ Qualified Teacher Status ▪ Degree level qualification ▪ NPQH (desirable) ▪ Recent participation in a range of relevant professional training. ▪ Masters/postgraduate degree (desirable) ▪ NPQEL or similar (desirable) ▪ In date OFSTED training (desirable) 	App/Doc
Experience	<ul style="list-style-type: none"> ▪ Experience as a Headteacher/ Principal with a strong track record of sustained school improvement. ▪ Significant experience in a specialist SEND school setting, understanding of EHCPs and the funding arrangements for pupils in special schools. ▪ Proven track record of strategic and successful business planning and financial management ▪ Clear understanding and experience of what constitutes a thriving and successful school ▪ Extensive experience of using assessment data to inform decision-making. ▪ Experience of leading, managing and motivating teams of people, building effective relationships at all levels within an organisation ▪ Experience in building effective teams of senior staff through people management skills such as leadership, vision, communication, motivation, constructive challenge and delegation. ▪ Experience in a trust setting, preferably with a demonstrable experience of developing systems within the Trust. (desirable) ▪ Experience of executive support/leadership (desirable) 	App/Ref/ Int
Thinking ability	<ul style="list-style-type: none"> ▪ Able to see the bigger picture and context within which Trust's operate and understand how to act positively. ▪ A strategic thinker who can analyse and process complex information and data quickly and rigorously in order to make effective decisions. ▪ Can think analytically to undertake complex tasks in a systematic way. ▪ Thinks creatively and imaginatively to solve problems and identify opportunities. ▪ Celebrates diversity and makes decisions to actively promote inclusion. ▪ Able to articulate and define a clear vision for the future. ▪ Able to demonstrate having planned appropriately for future success. 	App/Ref/ Int
Personal effectiveness	<ul style="list-style-type: none"> ▪ Visible and approachable, empathetic and enjoys engaging with children, staff, families and the wider community. ▪ Resilient and robust whilst also showing compassion in dealing with people and issues and is calm under pressure. ▪ Natural networker able to engage effectively and communicate with the wider community. ▪ Able to demonstrate sound judgement and prioritise issues/risks effectively. Can negotiate and consult effectively with the capacity to influence others, managing change with respect and sensitivity and ensuring appropriate decisions are made. 	App/Ref/ Int

	Essential	Assessed
	<ul style="list-style-type: none"> ▪ Able to inspire high levels of performance in children and staff/ leaders. ▪ High levels of personal organisation with excellent time management. ▪ Able to make clear and transparent decisions about the direction of the Trust. ▪ Able to develop and maintain an inclusive and collaborative ethos between schools and senior staff in the Trust. 	
Interpersonal relationships	<ul style="list-style-type: none"> ▪ Demonstrates a variety of leadership styles and management approaches according to context. ▪ Ability to establish positive and productive working relationships with a wide range of stakeholder at all levels. ▪ Ability to engage positively and constructively with the CEO, a range of leaders and the Trust Board seeking their views while being unafraid to display clear leadership. ▪ Effectively engage and communicate at all levels, including listen to and inspiring children, staff, families and the wider community, as well as having a personal presence. ▪ Shows concerns for impact – identifies the most important concerns and issues of others – modifies own behaviour to achieve the required outcomes. ▪ Able to bring presence and gravitas to the role whilst remaining approachable and professional at all times. 	App/Ref/ Int
Other requirements	<ul style="list-style-type: none"> ▪ Work flexibly, including any service specific hours. ▪ Demonstrate a firm commitment to the concept of Multi-Academy Trust and desire to see the Trust flourish and expand in a sustainable manner. ▪ Applicants must not be disqualified by law from holding directorships and must undergo an enhanced DBS check. ▪ Display appropriate coping strategies, including sense of proportion and a sense of humour. ▪ Commitment to undertake further ongoing training and professional development. ▪ Happy to travel, sometimes out to approximately 1 hour. This may change as we grow in size. 	App/Ref/ Int

App = Application Form

Int = Interview

Doc = Documentary Evidence (e.g. Certificates)

Solent Academies Trust is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening including checks with past employers and the Disclosure and Barring Service.

Solent Academies Trust is committed to equal opportunities in employment, and we positively welcome your application.