



WILLOW TREE
Academy



JOB DESCRIPTION

Deputy Head teacher

Name:

Designation: DEPUTY HEADTEACHER

Leader of Learning and achievement

Location: WILLOW TREE ACADEMY

Reporting to: Head Teacher/CEO

Grade: Leadership Pay Spine L4-8

This post is full time

Summary:

To work with the CEO/Head Teacher in all aspects of leadership and management of the school and to take responsibility for managing and developing learning and teaching, curriculum, assessment and enrichment throughout the school.

General Responsibilities

The Deputy Headteacher is to take a central role in assisting the CEO/Head Teacher and Governing Body to develop our school in accordance with its shared values and our school improvement plan. They will work in close partnership across Willow Tree Academy, in order to learn from others and ensure the success of the school. The Deputy Headteacher will be an outstanding primary teacher with experience across the primary age range; an experienced curriculum and team leader, a leader in assessment for learning and assessing pupils' progress and a key person in the senior leadership team. The Deputy Head will fulfill the role of Leader of Learning and Achievement and support, lead and manage teaching and learning in and beyond the classroom in their specific area of expertise. The Deputy Head will deputise for the CEO/Head Teacher in their absence. The functions and specific responsibilities below are to be undertaken in conjunction with the duties of an Deputy Head Teacher as defined in the Teachers' Pay and Conditions Document.

Specific Responsibilities

The Deputy Head Teacher/ Leader of Learning and Achievement will be class-based for a percentage of the time. From time to time they will teach other classes to model good practice, develop relationships, support training and development and ensure 'quality first teaching' and secure the smooth running of the school.

The Deputy Head teacher/ Leader of Learning and Achievement will share the responsibility for ensuring the best possible curriculum offer, provision, well being, progress and achievement for all children, especially through enrichment, creative learning, extended services, partnerships and collaboration.

The Deputy Head Teacher/ Leader of Learning and Achievement will be a model professional, setting an excellent example to teaching and support staff. They will work in close partnership with the CEO Teacher/Head Teacher, actively and demonstrably promoting enrichment, entitlement and achievement through building and implementing agreed school policies. The Deputy Head teacher/ Leader of Learning and Achievement will lead by example of her practice, and by positively encouraging and supporting all members of staff. They will work with the CEO Teacher/Head Teacher to ensure that the school offers a high quality, exciting, engaging, well resourced, differentiated and well matched curriculum for all children.

In particular, the Deputy Head teacher will be required to:

Leadership and Management:

1. Work in very close partnership with and support the CEO Teacher/Head Teacher in the effective day to day management of the school and school community including recruiting and inducting staff, developing and implementing health and safety policies, leading assemblies and staff meetings, support the hosting and organizing of whole school events such as open days and parents' evening, and responding to the views, needs and requests of children, staff, parents, governors and visitors.
2. Work with the CEO Teacher/Head Teacher, staff and governors in the development, implementation and review of school improvement plans including regular monitoring and evaluation of standards and quality of provision. Supporting school governance by attending meetings where appropriate and ensuring that all governors are able to play an active and informed part in school management and development.
3. Work with the whole staff to develop a strong learning environment that has, at its heart, high expectations of learning, work, performance, academic achievement and behaviour.
4. Work with the CEO Teacher/Head Teacher in the school's achievement reviews and target setting processes by taking a major role in assessment and actively supporting and securing the school's success in national tests including those at the end of each key stage.
5. Take a leading role in the senior leadership team by having shared responsibility for ensuring that the school assesses and monitors the progress and achievement of all children and groups of children. This includes ensuring that all forms of national and local assessment and reporting requirements are in place and used rigorously to inform teaching and learning.
6. The Deputy Head Teacher/Leader of Learning and Achievement will be responsible for collating evidence for specific sections of the school's Self Evaluation Form especially those relating to standards and attainment.
7. Lead teachers and teaching assistants to ensure that all teaching and learning and assessment policies and protocols are in place and up to date and where possible and audits are carried out that mean the assessments are validated.
8. Provide leadership in the development and management of all teaching and learning and in the creation and maintenance of high quality, stimulating, well resourced and child friendly learning environments.
9. Assist in the line management of classroom based personnel including timetabling and allocation of classes, duties and tasks, managing and developing roles to ensure the provision of high quality interventions and support for children's progress, achievement, well being and good behaviour.
10. Manage CPD (continuous professional development) for classroom based staff ensuring their needs are identified and met through quality training opportunities within available resources, in their area of expertise.
11. With the Head Teacher/CEO Teacher, share responsibility for the induction and deployment of new staff, voluntary help, work experience students, trainee teachers/students and parents/carers working in classrooms and throughout the school ensuring all safeguarding requirements are met and that their work in school supports the learning and well being of all children.
12. Work with the leadership team in setting, nurturing, promoting and maintaining a very high standard of behaviour and mutual respect throughout the school ensuring that all staff play an active role in the pursuit of these standards.
13. Ensure that there is a very safe, secure, effective and vibrant environment for all users. With the CEO Teacher/Head Teacher be aware of Health and Safety regulations, carry out regular risk assessments and keep the school's Health and Safety policy at all times current, under review and accessible to and used by all staff.

Teaching and learning

Determine, organise and implement a diverse, flexible curriculum and implement an effective assessment framework

1. Ensure that learning is at the centre of strategic planning and resource management and lead and support the teaching and learning of all children within the school, providing and

promoting models of excellent classroom practice through whole class and group teaching, coaching, mentoring and supported self evaluation for teaching and learning staff

2. Establish creative, responsive and effective approaches to learning and teaching and ensure a culture and ethos of challenge and support where all pupils can have a voice, achieve success and become highly engaged in their own learning and be enabled to actively support the learning of others
3. Implement systems for the collection of useful, timely, and accurate assessment data to track the progress of individual and groups of children in order to inform planning, evaluate performance, track progress and secure raised achievement across all key stages. This will include agreeing and articulating high expectations and setting stretching targets for the whole community.
4. Monitor the effectiveness of teaching and learning including teachers' planning, monitoring planning, work sampling and scrutiny, lesson observations, supporting auditing and reporting outcomes, successful or otherwise and planning next steps and future actions.
5. Liaise with our partnership and local schools and other service providers including extended service providers and community resources to enrich and expand our provision and secure partnerships that have a direct impact on the achievement of all children in our school community.
6. Take a strategic role in the development of new and emerging technologies to enhance and extend the learning experience of pupils.

Strengthening Community

1. Promote and model good relationships with parents and carers, which are based on partnerships to support and improve pupils' learning and achievement.
2. Contribute to the development of the school as a community within the community; strengthening partnerships with families, neighbours, our local and wider community, other schools, services and the local authority
3. Seek opportunities to invite parents and carers, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community. Contribute to the development of the education system by sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
4. Contribute to policies and practices which promote equality of opportunity and tackle prejudice and discrimination, support staff well being and work-life balance and help to ensure we provide access to opportunities for growth, achievement and success for all adults and children in school.
5. Contribute to the development of a curriculum that provides pupils with opportunities to enhance their learning within the wider community, and to make an active contribution, promoting British Values.

Personal and Professional targets following discussion with Head teacher

Any other duties that the CEO teacher/Head Teacher may from time to time ask the post-holder to perform.

Signed: _____ Date _____

Signed: _____ Date: _____

Other duties and responsibilities

Any other duties that the CEO/Head Teacher may from time to time ask the post-holder to perform.