

Job Title:	School Improvement Director
Job Grade:	Competitive
Reports To:	Chief Executive
Direct Reports:	Trust SEND Lead, Trust Safeguarding Lead, Trust Data Manager
Clearance Required:	Enhanced DBS
Key Stakeholders:	All levels of leadership and management, employees, governors, trustees, external agencies and partners

Job Purpose

To provide strategic direction and leadership to school improvement across all Academies within the Education Village Academy Trust (EVAT) and to external schools/trusts (as a sold service). Lead the development and implementation of improvement strategies to secure the highest standards of learning and achievement for our pupils.

Key Responsibilities and Accountabilities

You will be required to work collaboratively to meet the expected outcomes of this key leadership role.

1.	Drive effective Trust-wide Teaching, Learning and Assessment initiatives and strategies, routed in evidence-informed practice, that raise standards in learner outcomes.
2.	Support the development of learning, teaching and research across academies within the trust, helping to ensure that all staff members are equipped to improve pupil outcomes.
3.	Work with relevant staff to create development plans that support curriculum continuity and academic progression across key stages, and ensure they are implemented consistently across academies within the Trust (where applicable), encompassing a shared language of learning and pedagogical framework, and underpinned by the science of learning.
4.	Drive forward our curriculum offer and professional development, using evaluation and monitoring intelligence from across the trust and beyond, and based on current research evidence, to design and deliver effective CPD.
5.	Encourage and achieve strong levels of engagement from staff members and leaders, in developing their knowledge and understanding of the curriculum, pedagogy, and what constitutes excellent practice.
6.	Undertake and facilitate a range of quality assurance activities to monitor, evaluate and, where appropriate, moderate, and standardise provision and outcomes, identify and share best practice, and address areas for improvement, and thereby contribute to trust-wide excellence.

7.	Collaborate with Executive and Senior Leadership Teams to establish repositories and signposting of high-quality resources, such as teaching materials and schemes of learning, and online professional learning communities to be accessed by staff across the Trust and where commissioned externally.
8.	As part of the Trust's growth strategy, undertake education due diligence on any potential new school or trust in scope to join EVAT.
9.	Liaise with the Data Manager to ensure that EVAT has live, accurate and forensic data on trust performance and ensure that all relevant stakeholders' (e.g., DfE, Ofsted, local authority, trust board and central team) requirements are met in terms of data reporting, analysis, and strategic evaluation.
10.	Analyse data and information, both local and national, from a range of sources and benchmark against EVAT measures to inform improvement strategies and ensure challenging targets are set and achieved.
11.	Utilise experience as a practising Ofsted inspector to help ensure high-quality, accurate school and trust-wide self-evaluation, and to support a high degree of readiness for inspection, coaching and mentoring colleagues as required. To seek and exploit opportunities to inspect other education establishments to help identify best practice elsewhere and to generate income.
12.	Lead strategic discussions and develop mutually beneficial relationships with all key stakeholders, including Ofsted, the Department for Education, and local authorities, and ensure relevant EVAT executive, senior and governance leaders are apprised of relevant policy and strategy developments.
13.	Lead briefings and training on school improvement, inspection, and other relevant accountabilities for EVAT.
14.	Keep up to date with relevant Government policy developments and legislation, and the best practice of relevant organisations, ensuring the Trust complies with legislation and adopts prevailing best practice wherever appropriate. Identify policy change and initiate appropriate plans to consult, negotiate and inform the workforce and their representatives.
15.	Contribute to the development of Trust-wide policy and projects by leading and joining working parties, delivering staff training and communicating and implementing at Trust and project level.
16.	Participate in ad hoc project work to support the delivery of the Trust's Strategic Plan and associated people strategies.
17.	Undertake continuous professional development including participating in performance reviews and attending training as/when required.

This Job Description is not definitive and outlines key accountabilities – colleagues are expected to be flexible regarding their accountabilities and will from time to time be asked to carry out other duties to ensure achievement of organisational goals.

Person Specification

Qualifications	Essential or Desirable
Qualified Teacher Status	E
Practising HMI or Ofsted Inspector, or extensive experience of working for/with Ofsted	E
Master's degree in Education	D
Skills	Essential or Desirable
Proficient in Microsoft Office programmes	E
Ability to set appropriate targets for the improvement of academy and trust performance and to establish, monitor and evaluate an action plan in relation to those targets	E
Use of assessment and attainment information to improve practice and raise standards	E
Ability to collate, manage and analyse data to provide insight through trends, themes and translate into effective action plans	E
Ability to be able to present information in a logical and systematic manner and to interpret data with skill and understanding to inform critical strategic decision-making at school and Trust level	E
Knowledge / Experience	Essential or Desirable
Proven track record of successful leadership of school improvement with a strong track record in delivering operational excellence	E
Good understanding of curriculum and leadership (including governance), in the primary and secondary phases, including issues relating to teaching and learning and safeguarding	E
Detailed knowledge and understanding of the Ofsted inspection framework	E
Proven ability to generate and deliver collective strategic vision and shared purpose	E
Experience of presenting high-quality, strategic information to Executive Leadership Team / Trustees / Governors, and supporting their role as a 'critical friend'	E
Working knowledge and experience of working within the education sector	E
Awareness of child protection / safeguarding issues	E
Experience of School Management Information Systems (e.g., SIMS)	E
Proven record of collaborative working with Executive/Senior Management and external stakeholders	E