

Job Description: Learn-AT Lead Coach

Job Details

Base:	Although this is a trust role, the ‘home base’ will be Meadowdale Primary School
Salary Range:	Leadership Spine – range and starting point starting point negotiable according to skills and experience
Hours:	0.6
Contract Type:	Permanent
Accountable to:	CEO
Accountable for:	Leadership of coaching for improvement in pedagogy in Learn-AT schools and some teaching and leadership in base school

Main Purpose of the Role

To contribute to the leadership of school improvement across the trust by leading the implementation and delivery of coaching, including incremental and ‘Parrot on the Shoulder’ coaching in Learn-AT academies. This is a senior leadership role, which combines leadership at school level in the home-base school and responsibility for establishing a comprehensive coaching programme on behalf of the trust. School leadership aspects of the role will facilitate the fulfilment of system leadership responsibilities by the school’s senior leaders; this may involve some teaching. The role will also involve working with and coaching other teachers and leaders in schools elsewhere in the trust as required.

Duties and Responsibilities

Leadership and Management

Establishing goals and expectations

Work with the CEO headteacher, staff, parents/carers, the local governing body, colleagues in partner schools in Learn-AT to:

- Create a school culture, aligned to the trust’s and school’s vision and values, which promotes excellence in education and secures effective teaching and sustained improvement;
- Work with the headteacher and the CEO to deliver the Trust’s and the school’s strategic development plan;
- With the Headteacher, maintain a cycle of continuous evaluation and improvement, underpinned by robust data and rigorous analysis;
- Use self-evaluation to identify priorities for development and work with the headteacher and the CEO to secure the ability of all staff to achieve these goals.
- Develop a strategic plan to develop a thriving coaching culture across a growing trust network of schools.

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Ensuring quality teaching

- Work in partnership with colleague senior leaders and middle/subject leaders to develop effective forms of coaching to secure the effective performance of teachers and support staff.
- In the context of high quality coaching opportunities which meet the national professional standards for CPD, provide constructive and useful feedback to staff in order to facilitate continuous improvement in the quality of teaching and learning.
- Use effective self-evaluation techniques and strategies to identify where improvements and resources are needed

Leading teacher learning and development

- Establish and sustain an effective coaching programme to support continuous improvement in the quality of teaching and learning across the trust.
- Motivate, inspire and support all staff
- Promote and participate in effective, research – informed professional learning which impacts positively on pupil learning outcomes.
- Provide a strong role model for colleagues through exemplary pedagogy and classroom practice and by demonstrating a commitment to continuous professional development and learning.

Resourcing Strategically

- Participate in the recruitment and selection of the highest quality teaching and support staff members who are able and willing to contribute to the vision and values of Learn-AT and the school.
- Work effectively with senior colleagues to deploy, develop and retain all staff in order to improve the quality of teaching and learning for all pupils.
- Contribute to the development of school policies and procedures.
- Work with the CEO and the Headteacher to set appropriate priorities for expenditure, allocation of funds, effective administration and control.
- With the CEO and the Headteacher, ensure the security and effective supervision of the school building, contents and grounds.
- Ensure effective working relationships with external agencies and services contracted to the trust and school.
- In partnership with the CEO and headteacher and colleagues in the partner school and the trust, pay close attention to budgetary considerations in order to secure the trust's long term sustainability.

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Ensuring an orderly and safe environment

- Facilitate the efficient organisation and delivery of teaching and learning and an orderly educational environment
- Work within legal, national, regional, trust and school policies and frameworks to ensure the well-being, health, safety and safeguarding of all pupils and staff.
- Work in partnership with the CEO, the Headteacher and all staff to implement the school's agreed behaviour policies consistently across the school, securing a high standard of behaviour which supports high quality learning and well-being for all pupils.

Accountability

- Work with the CEO and the Headteacher to maintain a positive professional culture in which all stakeholders recognise that they are accountable for the success of the academy.
- Provide information, objective, professional advice and support to the CEO, the Headteacher and governors/trustees to enable them to meet their responsibilities for securing high quality teaching and learning, improving achievement and well-being for all pupils, efficiency and value for money.
- Ensure that parents/carers are well-informed about Learn-AT's and the school's vision and values, the curriculum, their pupils' achievement, and about the contribution they can make to supporting children's learning and well-being.
- Provide objective and robust analysis and evaluation of measures of impact and effectiveness of actions taken.
- *Carry out any such duties as may be reasonably required by the Headteacher or the local governing body. Deputise for the Headteacher in his/her absence.*



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