



Job Description

Associate Leader English (L9-L13)

Responsible to: Principal

Responsible for: English and Literacy

Aims of The Thinking School's Academy Trust

TSAT is dedicated to providing world class education, which will nurture personal excellence, confidence and independent thinking skills.

The core purpose and ambition of TSAT is to transform the life chances of young people through the application of a cognitive approach to education.

TSAT is made up of a family of schools including Primary Schools, Grammar Schools, High Schools and Comprehensive Schools. The schools work together to transform the life chances of all our children and young people. We share a common mission to nurture successful children who are confident and can think and act independently. Our cognitive approach to education defines us but does not create a 'one size fits all'.

Main purpose of the post:

The Associate Leader is the lead professional for the quality of provision in English and Literacy in the Academy.

The Associate Leader will share responsibility for senior leadership and management for the Academy ensuring continual improvement and high quality, engaging and fulfilling cognitive education for all students.

The Associate Leader will help develop an ethos of high expectations for staff and students through the leadership of English/Literacy to further improve student outcomes.

The Associate Leader will:

- Have experience of working with senior teams to create a productive learning

- environment which is engaging and fulfilling for all students and staff reflecting the identity of the School;
- Have strong leadership skills, demonstrated through the development of high performing teams
- Establish with the Principal and Senior Team a culture that promotes excellence, quality and high expectations of all students and staff whilst actively addressing under performance;
- Have a sound knowledge and understanding of both cognitive theory as well as practical strategies to develop and sustain thinking skills and tools.
- Provide professional leadership and management of English/literacy policy and practices across the school.
- Work with others and be responsible to the Assistant Principal for evaluating the academy's performance including identifying the priorities for continuous improvement and the raising of standards; ensuring equality of opportunity for all;
- Report to the Principal/ Vice Principal and Assistant Principal to demonstrate that English/Literacy performance are impacting on whole school improvement
- Demonstrate the Academy's vision and values in everyday work and practice

2. Teaching and Learning

- Provide leadership and management for the quality of English/Literacy, ensuring all English teachers and classroom support staff use effectively the Academy lesson planning forms to provide high standards of teaching and learning.
- Monitor the standards in English and use this data to inform both school level training (Literacy) needs and individual professional development needs (in English).
- Monitor and evaluate the standards of students' achievement in English, using data from school and national benchmarks.
- Ensure every student is nurtured to become effective, enthusiastic, independent learners, committed to life-long learning;
- Support a culture and ethos of challenge and support where all students can achieve success and become engaged in their learning;
- Challenge underperformance at all levels and ensure effective corrective action and follow up;

3. Securing Accountability

- Ensure that the Academy is constantly "Ofsted ready" in terms of the provision in English and Literacy that would ensure positive inspection outcomes
- Use a range of evidence, including national data and own academy performance data, to support, monitor, evaluate and improve student outcomes in English including challenging poor performance;

4. Managing the day to day Organisation

- In conjunction with the Principal and Senior Leadership Team will seek to build a successful

- academy through effective collaborations;
- Provide effective organisation and management of English and Literacy and seek ways of improving organisational structures and functions in line with legal requirements based on rigorous self-evaluation;
- Lead on English/Literacy through effectively working with the Principal and Senior Leadership Team, other Associate leaders, Coaches, subject leaders and teachers.

5. Working with Others and Self Development

- Treat people fairly, equitably and with dignity and respect to create and maintain a positive culture;
- Build a professional and collaborative learning culture within the academy and actively engage with others to build effective learning communities;
- Ensure the Academy's Teaching and Learning policies and practices are implemented effectively in English lessons and literacy support;
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams;
- Develop and maintain a culture of high expectations for self and for others and taking appropriate action when performance is unsatisfactory;
- Regularly reviewing own practice, set personal targets with the Principal, and take responsibility for own personal development by participating positively in arrangements made for performance management;
- Manage own workload and support others to manage an appropriate work life balance.

6. Strengthening Community

- Engage with the Thinking Schools Academy Trust community to secure quality and entitlement of provision for all students, including good practice from the teams at both HGS and VIC;
- Promote the internal and external high expectations, perceptions and standards of the academy to the wider community;
- Work collaboratively at both strategic and operational levels with the New Horizons Teaching School Alliance

7. Conditions

- The AL for English will undertake any other duties which from time to time may be required and be relevant and commensurate with the post, as deemed necessary by the Executive Principal, HOS, DHOS and AHOS and Trustees.
- As the role is paid on the Leadership range, the AL will be required to carry out duties outside of 1265 hours, as appropriate