

**Job:** **Excellence Leader – Subject Specialist**

**Pay Scale:** Leadership 6 - 9

**Permanent** 0.2 FTE or equivalent 1 day per week plus 4 days Teaching commitment

**Relationships:** Responsible to: Deputy CEO/Director of Secondary Education Bridge Academy Trust

**Purpose:**

- To develop the sustainable leadership skills of identified subject leads within the trust
- To support the development of a named subject area across the Bridge Academy Trust at secondary level (11 – 19).
- To support the Subject Leaders to ensure excellent outcomes (& progress) for all schools (pupils) within Bridge Academy Trust, with specific focus on those schools deemed to be ‘at risk’ of not achieving a high quality of education provision.
- To be a positive ambassador for Bridge Academy Trust.
- To be a critical professional friend to the schools, helping Senior Leadership Teams to evaluate school performance, identify priorities for improvement and plan effective change

**Impact Measures:**

- The subjects in each school have positive value-added scores and are above (or in-line with) National averages for outcomes.
- The ‘quality of education’ provision is judged to be at least ‘good or outstanding’
- Self/peer/team leader evaluation of leadership skills and effectiveness/impact of their role

### **Main Duties / Responsibilities**

#### *Specific Responsibilities*

- To provide support to improve the quality of teaching and pedagogy in the subject area.
- To provide challenge and support to ensure the planned curriculum is sequenced and progressive between and across key stages.
- To support peer reviews undertaken in the secondary schools. This includes liaising with colleagues in defining lines of inquiry, drawing up agreed conclusions and agreeing next steps.
- To provide support for Senior Leaders to quality assure the Subject Leaders self-evaluation of the quality of education provision.
- To provide coaching and mentoring opportunities to the Subject Leaders and teachers within the secondary schools.

- To provide support to the Subject Leaders to identify best practice for assessment and intervention strategies.
- To provide support to ensure data is used effectively and the accuracy of predicted grades are within acceptable tolerance levels.
- To promote greater collaboration between schools by facilitating subject meetings and moderations to support key developments of the Trust or identified needs of the schools.
- To work with the Director of Secondary Education to identify professional development needs that will lead to rapid improvement and/or embedding sustainable systems.
- To actively promote an outward facing approach to school-to-school support and school improvement.
- To add value to each Secondary school, with regard to school improvement, beyond their current capacity.
- To support the implementation of the BAT People Strategy.
- Provide support to any school within Bridge Academy Trust as required and directed.
- The post holder must be flexible, adaptable and able to travel to any of the BAT academies.
- *The duties outlined within this job description may be modified by the Chief Executive Officer in consultation with the post holder to reflect or anticipate changes in the job.*