

Post: Assistant Head Teacher x 2
Scale: L8-12

General Responsibilities

INSPIRE children daily (or at least as often as possible).

THINK – 'If you always do what you've always done, you'll always get what you've always got,' Henry Ford.

Be prepared to challenge the status quo. We encourage creative, disruptive thinking; but this must be rooted in research and tracked carefully. 'We don't do things to be different; we do things differently when we know they work.'

BE AMBITIOUS – Strive, push, excel, be your best, and give 100% for every child: no excuses, no-one left behind.

ENJOY – If you can't come to work in a primary school with a smile on your face at least most of the time, you're probably in the wrong job.



Specific Responsibilities

The exact detail of the two roles will be tailored to the skill set and experience of the candidates and can be discussed in more detail at the interview. However, it is envisaged that the two appointments will cover:

o CPD: Working with our staff to develop teaching skills and knowledge through coaching and team teaching;
o Assessment: Analysing data; providing information to support leaders and teachers in identifying next steps; producing management reports for TTLT and Governors.
o Curriculum development: We are moving into the next phase of our curriculum. A significant part of one of the AHT roles will be to lead on the development of our new curriculum.
o Kensington Exceeds: We have many groundbreaking programmes. One of these is 'Kensington Exceeds', which provides opportunities and experiences to inspire our children and show them that anything is possible if they work hard.
o Partner Schools: We work closely with our local secondary schools and in partnership with a number of universities. One of the AHT roles will be to continue developing these partnerships to provide the best possible opportunities for Kensington's children.
o UKS2 lead: One of the AHT roles will be over UKS2, including: supporting Y6 to meet their stretching targets; leading on the monitoring and development of teaching and learning across the Phase; supporting all staff in the Phase through coaching and mentoring.



General responsibilities

Strategic Development of the School
o Use knowledge of local and national trends and initiatives to impact on outcomes for all pupils in the school as part of the Senior Leadership Team
o Contribute to building, communicating and implementing the core vision of the school
o As part of the Senior Leadership Team, take responsibility for: planning, implementing, and evaluating the schools' development plan across the Phase and assessment

Learning, Teaching, Attainment and Achievement
o Demonstrate and articulate high expectations
o Monitor, evaluate and review classroom practice to promote strategies for improvement
o Challenge performance at all levels
o Ensure supportive follow-up using the Teacher Standards and school appraisal systems
o To line manage staff as appropriate for the role

Leading Staff
o As part of the Senior Leadership Team: build a collaborative learning culture within the school; actively engage with other schools and build meaningful learning communities
o Develop and maintain effective strategies and procedures for staff induction, professional development and appraisal
o As part of the Senior Leadership Team, develop and maintain a culture of high personal expectations for all, and take appropriate action when staff need additional support



Accountability

- As part of the Senior Leadership Team: ensure individual staff accountabilities are clearly defined, understood, agreed and are subjected to rigorous review and evaluation
- As part of the Senior Leadership Team: develop and present a coherent and accurate account of the school's performance to a range of audiences (governors, parents/ carers, local authority etc.)
- Ensure effective lines of communication with parents are continued

Equality and Diversity

The Tapscott Learning Trust is an Equal Opportunity Employer. As a school, we are committed to and champion equality and diversity in all aspects of employment. All employees are expected to understand and promote equality and diversity in the course of their work.

The above are intended to be a guide to the range and level of work expected of any member of staff. It is not an exhaustive list of all the tasks that may be asked of an employee. He/she will be expected to carry out such other reasonable duties, which may be required from time to time across the Trust.