Thames Learning Trust

Principal

Responsible to:	Chief Executive Officer, Thames Learning Trust
Salary	L21 – L35 (depending on experience)
Hours	Full Time

Key Priorities

The key priorities as set by the Trust's Governing Body for the next twelve months are to: -

- Continue to drive up attainment across the school, to include maintaining levels of accelerated progress in Key Stages and improving progress in Key stages 3 - 5
- Continue the drive to improve attainment in EBacc subjects
- Further improve the quality of teaching, building capacity to achieve more outstanding teaching across the academy

Core Purpose

The core purpose of this role is to provide professional leadership and management of the academy that will promote a secure foundation from which to achieve high standards in all areas of the academy's work.

To achieve success, the Principal will: -

- Effectively manage teaching and learning
- Promote excellence, equality and high expectations for all pupils and staff
- Provide vision, leadership and direction
- Evaluate the academy's performance and identify priorities for continuous improvement
- Effectively deploy resources to achieve the academy's aims
- Carry out day-to-day management, organisation and administration
- Secure the commitment of the wider community
- Create a safe and productive learning environment that is engaging and fulfilling for all pupils
- Work effectively with Thames Learning Trust
- Strengthen our parental engagement

Key Responsibilities

Strategic direction and shaping the future

- Develop the existing strategic plan
- Identify priorities and targets and ensure that through a process of self-evaluation we are meeting our objectives
- Work with key stakeholders to maintain a shared vision and create future strategic plans which will inspire and motivate pupils, staff, parents/carers and the wider community
- Ensure that strategic planning takes account of the diversity, values and experience of the academy and local

community
- Keep abreast of the developments in pedagogy and be committed to cross-academy collaboration and be willing to try new approaches
- Promote the academy and recent improvements locally
- Build on existing community links and support community cohesiveness

Leadership

- Provide inspiration and strong leadership to the staff team to ensure that the academy continues to deliver the highest standards of learning across the board
- Ensure the academy's vision is clearly articulated, understood and acted upon effectively by all
- Lead by example and embody the academy's vision for the pupils, staff, Trustees and parents/carers of the academy
- Keep staff, parents/carers, Trustees and the local community informed of progress and key developments

Learning and teaching

- Continue to raise the quality of teaching and learning within a high expectations learning culture
- Maintain a consistent and continuous academy-wide focus on pupil's achievement using data, benchmarks and feedback to monitor progress in every child's learning
- Create a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning
- Assess, monitor and evaluate the quality of teaching standards and the delivery of the curriculum across the board in order to build on success and identify and act on areas for improvement
- Demonstrate and articulate high expectations and set challenging targets for the whole academy community
- Maintain and develop our creative curriculum and enrichment activities
- Self-evaluate to ensure that the academy continues to develop a holistic approach to developing its pupils
- Ensure that parents are appropriately engaged and include in their children's development

Staff management and development

- Develop effective relationships and communications which underpin a professional learning community enabling everyone in the academy to achieve
- Create an organisational structure which reflects the academy's values and enable management systems, structures and processes to work effectively in line with key priorities
- Ensure effective planning, allocation, support and evaluation of work, ensuring clear delegation of tasks and devolution of responsibilities
- Provide opportunities for growth and continuing professional development of the teaching team by creating an inspiring, professional work environment and modelling behaviour consistent with the academy's values and aspirations
- Ensure that staff receive regular performance reviews and have individual professional development plans to address skills gaps
- Put in place effective team communication mechanisms to ensure that all staff are involved in the academy development plan and kept informed of key priorities and developments
- Recruit and retain a high-quality leadership and teaching team and deploy staff effectively in order to improve the quality of education
- Ensure that staff wellbeing is emphasised as part of recruitment and retention

Organisation-managing systems and resources

- Provide effective organisation and leadership of the academy and seek ways of improving organisational

March 2021

structures and functions based on rigorous self-evaluation
- Use and integrate a range of technologies effectively and efficiently to manage the academy
- Manage and organise accommodation efficiently and effectively to ensure that all academy buildings meet the needs of the curriculum and health and safety regulations

Accountability

- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation
- Create and develop an organisation in which all staff recognise that they are accountable for the success of the academy
- Present a coherent and accurate account of the academy's performance in a form appropriate to a range of audiences, including parents/carers and the local community
- Ensure that parents/carers and pupils are well informed about the academy's direction, priorities, curriculum and pupil's attainment and progress
- Combine the outcome of regular academy self-evaluation with external evaluations in order to develop the academy

Community

- Create and maintain effective partnerships with parents/carers to support and improve pupil's achievements and personal development
- Build on existing links with other academies so that we can ensure that our pupils are fully ready to manage and experience as smooth a transition as possible
- Build an academy culture that takes account of the richness and diversity within the academy community
- Actively promote the academy as a centre of excellence for education and families in the local community

March 2021