**Great Learners Trust**

**Challenge and Support Partner**

 **Job Description**

**Salary Range:** Leadership Scale 1 –15, depending on experience and qualifications

**Reporting to:** Strategic Lead for School Improvement

**Responsible for:** Quality of provision, teaching, learning and pupil progress.

**Job Role:** The role Challenge and Support Partner is to work closely with the Strategic Lead for School Improvement to target school improvement across the Great Learners Trust.

**Main Purpose of the role:**

* Under the direction of the Strategic Lead for School Improvement enable the delivery of the GLT School Improvement Offer.
* Act as a critical professional friend to the schools, helping their leadership to evaluate their schools’ performance, identify priorities for improvement and plan effective change.
* Provide professional, dynamic and ambitious challenge and support for all Great Learners Trust Schools, which secures improvement and a high quality education for all pupils.
* Lead the implementation of PIXL across the Trust. This will include attendance at the Main Conferences, leading CPD, supporting and monitoring schools’ delivery of PIXL and continued liaison with the Trust’s attached PIXL Associate.
* Work in partnership with Trust Schools to deliver the aims and actions identified in the agreed Rapid Improvement Plans.
* To be accountable for the strategic leadership and management of identified priorities, developing and implementing plans, policies, targets and practices within the context of the individual school’s needs.
* Develop and Lead CPD sessions in-line with the GLT CPD Schedule.
* Carry out lesson observations, provide feedback, model outstanding practice and work with colleagues to ensure the best possible progress for all children.
* Coach and mentor staff to be highly effective in their role – this could include Senior Leaders, Subject Leaders or Class Teachers.
* Oversee and Monitor outcomes at School-level, triangulating these judgements with robust monitoring of the quality of pupils’ learning and the quality of teaching. Report outcomes to the Strategic Lead for School Improvement.

**Leadership:**

* Build positive relationships with the Senior Leadership Teams at each Trust School to enable open and honest dialogue and effective challenge and support.
* Utilise effective monitoring and evaluation in order to lead, motivate and encourage staff, and to ensure continuing school improvement.
* Enable staff to develop the levels of performance necessary to achieve the agreed aims and objectives outlined in the Rapid Improvement Plans set by the Trust.
* Ensure that all staff have access to regular advice and have access to training and development appropriate to the needs of the school and to their career-stage.
* To be an approachable leader aligned with the GLT vision and values; modelling clear and effective communication skills and ensuring all staff feel valued as individuals and receive courtesy and respect at all times.
* To model and exemplify the characteristics of an excellent classroom practitioner.
* Proactively seek opportunities to personally develop, be outward facing and share excellent and innovative pedagogical practice with colleagues.
* Demonstrate and actively promote a Growth Mindset.

**Curriculum**

* To ensure that the GLT Hallmarks, Growth Mindset and the values are at the core of each GLT school’s curriculum.
* To be responsible for supporting schools with the development of a broad, balanced and cohesive curriculum suitable for all of the children, enabling them to exceed national benchmarks.
* To ensure that the intent, implementation and impact of the curriculum is regularly reviewed, evaluated and applied at a school-level.
* To ensure that the assessment requirements of the curriculum are appropriately carried out and are triangulated with the evaluations made about the quality and impact of the curriculum.
* To have a firm commitment to working in partnership with the Local Governing Boards to deliver a strong and effective curriculum offer, and evaluating educational performance and the use of resources.

**Day to day role / operational responsibilities**

* To monitor the quality of teaching and learning through detailed work scrutiny, planning scrutiny and through pupil voice, providing thorough diagnostic feedback and next steps to individual teachers.
* To ensure standards are maintained or raised with individual teachers, working to targets and expectations agreed with the Senior Leadership Team.
* To take part in paired observations and learning walks.
* To provide information for a range of audiences including the Trustees and Local Governing Board.
* Organise open days or events for parents and staff from other schools, giving them the opportunity to see GLT schools at work.
* To conduct action-research across a school or the Trust and report back to the Strategic Lead for School Improvement.
* To undertake research about best practice beyond the Trust.

**Personal Development**

* In partnership with Strategic Lead for School Improvement be committed to your own personal development and development as a school leader.
* Develop and maintain a culture of high expectations for self and others.
* Rigorously review and reflect about your own practice, keep up to date with developments in the educational landscape and set personal targets and goals.

**Safeguarding**

* Ensure that a culture of safeguarding is of paramount importance across the Great Learners Trust.
* Report any child protection concerns immediately, in accordance with school / Trust procedures.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder and Trustees. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post holder’s professional responsibilities and duties.

The Great Learners Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

Signed: ................................................. Challenge and Support Partner

Date:…………………………………….

Signed: ………………………………………………….. Strategic Lead for School Improvement

Date:………………………………………