

Overview Remit: Head of School Improvement

The primary remit of the role is to maximise performance across schools and settings to provide every child with the best life chances through great schools and great education.

The post holder is accountable for the performance of all schools and FE colleges for children and young adults from 0 to 25 years and deputises for the Director of Education in any matters regarding schools of any designation across the county.

There are increasing expectations that the local authority, through the Education service, operate as a system leader in an increasingly complex educational landscape, working alongside key stakeholders and across multi-agencies including the regional schools commissioner, OFSTED and CEOs of multi-academy trusts. The post holder is required to lead the development and implementation of Gloucestershire's Education Strategy in a rapidly changing education system with an increasingly complex range of schools, multi-academy trusts and settings.

There are further expected national changes in education policy over the next few years, the impact of which will be increased pressure to demonstrate performance improvements and outcomes and narrow the gaps for all children in the context of reduced funding and rising need, exacerbated by the impact COVID and associated lockdowns.

The post holder is responsible for the school improvement service that is required to:

- Ensure that schools are supported and challenged to deliver successful outcomes, county-wide and across all sectors and phases;
- Monitor and analyse all available data and information about schools in order to assess risk, support improvement and develop service provision;
- Secure rapid intervention where schools are at risk to secure improvement through robust and timely intervention;
- Liaise with head teachers and governing bodies providing robust challenge and support where there are required improvements;
- Have a thorough knowledge of school leaders, governors and stakeholders across the county, providing strong networks and influential, collaborative partnering relationships;
- Support external inspection of schools where necessary/there is a particular risk;
- Be accountable for the education statutory responsibilities of the local authority in relation to school improvement and educational provision.

The Head of School Improvement and team have a wide range of responsibilities including:

- Securing high quality educational provision so that the vast majority of schools are at least good;
- Provide effective support and challenge to schools, delivering successful school improvement interventions especially in schools that are at risk of failure or decline;
- Ensuring that the statutory and non-statutory responsibilities of the LA are met in relation to school performance, governance, curriculum provision and design, assessment etc.;
- Working closely with key stakeholders (e.g. Ofsted, HMI, School Leaders, Governors, Children's Service Leads, Members etc.) to ensure that they are kept up-to-date and well informed about the expectations on schools of Ofsted frameworks and wider education imperatives.

The role requires someone with the knowledge, expertise, calibre and gravitas to be able to support and challenge leaders in school and wider settings and to be accountable to national and regional authorities such as DfE, OFSTED, DGAT the regional schools commissioners, educational charities etc.

Principal accountabilities

Statutory responsibility: to secure good quality of educational provision for all children and young people in the county.

1. Take accountability for overseeing performance and standards in schools and academies across the county.
2. Deputise for the Director of Education.
3. Challenge and support school leaders, staff and governors to improve performance and to deliver statutory duties through the sharing of good practice, networks and other professional development opportunities.
4. Challenge and support schools and academies to demonstrate rapid and sustained improvement and the effective use of the pupil premium to close the gap in attainment for vulnerable groups.
5. Lead and manage staff identifying development needs to ensure that the team is highly skilled and knowledgeable and ensuring that matrix management arrangements are embedded and effective.
6. Ensure that decisive action is taken where schools and academies are at risk of decline or failure.
7. Provide regular briefings for senior LA colleagues and council members on the statutory accountabilities of the LA.
8. Conduct robust and accurate analysis of all available data and intelligence to ensure that schools in decline and at risk of failure are identified. Lead in-depth analysis of issues causing concern in schools: oversee the raising achievement plan and commission appropriate support and intervention.
9. Co-ordinate, support and challenge the work of other senior colleagues and partners involved in interventions e.g. (HR, Finance).
10. Secure timely and appropriate intervention in governance in liaison with governor services to secure additional governors and appropriate training.
11. Ensure that all statutory procedures are followed within timescales for schools in Ofsted categories and acting as the lead contact for Ofsted inspectors.
12. Fulfil the role of budget holder as required.
13. Attend Ofsted and HMI feedback meetings and report to the Director of Education.
14. Secure school leadership, occasionally at short notice.
15. Ensure effective and timely communication and reporting for Head teachers, governors, parents, strategic leads and senior managers.
16. Lead and develop key networks and relationships both internally and externally e.g. GAPH, GASH, GASSH, Ofsted, Regional Schools Commissioner, the Diocese and DfE.
17. Contribute to the corporate and directorate business planning process.
18. Support and develop key networks and relationships both internally and externally, working closely with relevant colleagues within the team and with other LA teams and providers to secure coherent intelligence about school provision and timely intervention for schools and vulnerable pupils.

Key Imperatives

1. Contributing at a strategic level
2. Managing difficult, challenging whilst supportive conversations with school leaders around performance
3. Working with governors where schools are vulnerable or in a state of change
4. Supporting and challenging other senior colleagues and key stakeholders in the council, holding to account in relation to the education agenda
5. Responding to enquiries from councillors and managing school interventions in a robust and sensitive manner, particularly when schools are failing or under threat of closure.

6. Securing income generation, balancing the interventions with schools with generating that income through high performing services to continue to invest in education services and schools across the county.
7. Having a comprehensive and up to date knowledge of all schools and settings in the county in periods of change and flux, whilst also being the subject matter expert for national education developments.
8. Delivering continuing improvement in the context of reduced funding.