



GREENSHAW
LEARNING TRUST

**School
Improvement
Lead (MFL)**
Recruitment Pack

**ALWAYS
LEARNING**

School Improvement Lead (MFL) - 1 day per week Full time and Permanent

We are looking for a passionate and ambitious leader of modern foreign languages to join the GLT School Improvement Team. The post holder will perform a leading role in raising standards, challenging performance and supporting improvement in MFL across the Trust.

Line Managed by: Assistant Director of Education (Secondary) / Senior School Improvement Lead

Salary range: L12 - L16 (amounts will vary depending on base location)

The post holder will be paid a pro-rata amount (0.2FTE) for the MFL role and a pro-rata amount for their school role (0.8FTE).

In order to apply for this role, you must have the support of your Headteacher to be released from your school for one day per week.

Start date: 1st September 2021

Purpose of the role

Main Duties and Responsibilities:

- Actively promote the GLT culture of high expectations by supporting MFL teams to improve standards across all GLT schools
- Perform a leading role in raising standards, with an emphasis on curriculum development in MFL
- Be an exceptional classroom practitioner, able to demonstrate, and support others to achieve, excellent classroom technique leading to effective learning
- Have extensive and up to date subject and pedagogical knowledge to inform the development of teaching and learning in MFL

Support the Director of Education, the Assistant Director and Headteachers to raise standards in MFL by:

- Working closely with the Heads of Departments in MFL to support school evaluation and school improvement planning
- Working closely with the HoDs in MFL to support schools with developing and implementing interventions and strategies to rapidly improve student progress in MFL
- Supporting the development of the curriculum in MFL, ensuring it is best fit for the school
- Supporting the HoDs in MFL with data analysis to assist in prioritising and action planning in MFL

Support the Director of Education, the Assistant Director and Headteachers to improve teaching and learning in MFL by:

- Alongside the HOD, carrying out quality assurance of teaching and learning (DDI) in MFL
- Identifying and developing appropriate CPD and intervention packages for MFL
- Monitoring and evaluating the performance and needs of MFL in all schools, using data analysis to measure progress
- Promote school to school collaboration; facilitating partnerships and networking in MFL departments to share and promote best practice

Support the Director of Education, the Assistant Director and Headteachers to improve the curriculum and assessment in MFL by:

- Supporting and developing the Trust shared curriculum in MFL, including the alignment of exam boards
- Carrying out quality assurance of programmes of study and schemes of work
- Developing centralised data collection and interpretation processes

Criteria	Essential
<p>Experience: On their statement of suitability, candidates will demonstrate that they have the following experience:</p>	
	<ul style="list-style-type: none"> ● Recent and successful experience as a leader of MFL with demonstrable examples of raised standards and attainment ● Experience of providing effective challenge, resulting in improved results ● Experience of procuring and embedding a range of evidence-based interventions and innovative practice ● Experience of analysing data and using this to inform practice ● Experience of using and supporting others to use key data sources ● Extensive experience of observing teaching and learning and supporting improved standards on a consistent basis
<p>Ability, Skills and Knowledge: In their statement of suitability and during the selection process, candidates will demonstrate that they have the following ability, skills, and knowledge of:</p>	
	<ul style="list-style-type: none"> ● Current educational issues, including national policies, priorities and legislation ● Effective strategies for maintaining and developing high standards of attainment, ● Principles and practice of educational inclusion, diversity and access ● Developing choice and flexibility to meet the learning needs of every student ● Quality assurance systems, including school review, self-evaluation and performance management
<p>Personal Qualities: In their statement of suitability and during the selection process, candidates will demonstrate that they have the following personal qualities:</p>	
	<ul style="list-style-type: none"> ● A deep commitment to the vision and aims of the Trust ● A strong team player with good interpersonal skills and the ability to work effectively as part of a growing organisation ● A presence which inspires confidence ● The ability to motivate others ● Excellent judgement and integrity ● Ability to develop and maintain excellent working relationships with all members of the school community ● The ability to work well under pressure, to work flexibly, using a variety of leadership styles successfully ● Possess high levels of emotional intelligence

Application Process

Please provide a personal statement of suitability of no more than 2 sides of A4. In the statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application and name two senior members of staff who are willing to provide references to support your application.

Your personal statement should be returned to Justine Appleby, HR Systems Manager via email – jappleby@greenshawlearningtrust.co.uk

Applications must be received no later than midday on **19th April 2021**. Applications received after this date and time will not be included.