

MARDEN HIGH SCHOOL



Job title: Headteacher

Job purpose:

To provide professional leadership and management for Marden High School, promoting a secure foundation from which to achieve the highest standards in all areas of the school's work

The role of the headteacher of Marden High School will be to:

Vision and core purpose

- . 1. To articulate clear values and moral purpose for the leadership of Marden High School, focused on providing a first class education for our students.
- . 2 .To communicate compellingly the school's vision and drive the strategic leadership, empowering all students and staff to excel.
- . 3. To model positive relationships and attitudes towards our students, and to engage parents, governors and members of the local community in the constant improvement of all that we do.
- . 4. To ensure that the education and interests of our students are at the centre of everything we do at Marden High School.

Meeting our objectives through improving learning and achievement in the classroom.

- . 5. To lead the improvement and development of Marden High School on the basis of evidence and knowledge of effective practice, and to promote a strong culture of continuous professional development for our staff.
- . 6. To demonstrate political astuteness in promoting the interests of our school in the context of our core objectives, translating opportunities arising from local and national policy into the school's context.
- . 7. To ensure that Marden High School's development is consistent with our core objectives and seeks further to serve our local community.
- . 8. To demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes.
- . 9. To maintain and secure outstanding teaching for all students through an understanding of the features of successful classroom practice and curriculum design.

Leadership and management.

- . 10. To promote the sharing of best practice between teachers and develop a culture where less good practice is challenged and improved.
- . 11. To create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge and to support each other.
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- . 12. To identify emerging talents at all levels in Marden High School, coaching current and aspiring leaders in

a climate where excellence is the standard, leading to good succession planning.

- . 13. To hold all staff to account for their professional conduct and practice.
- . 14. To ensure that the school's systems, organisation and processes are well considered, efficient and fit for purpose, upholding the principles of transparency, integrity and probity.
- . 15. To provide a safe, calm and well-ordered environment for all students and staff, with a strong focus on safeguarding and the development of exemplary behaviour in school and in the wider society.
- . 16. To establish, implement and maintain rigorous and transparent systems for managing the performance of all staff, addressing under-performance, supporting staff to improve and valuing excellent practice.
- . 17. To welcome strong governance and actively support the governing body to deliver its functions ever more effectively – in particular its functions to set school strategy and hold the headteacher to account for student, staff and financial performance.
- . 18. To exercise strategic, curriculum-led financial planning to ensure the equitable deployment of budgets and resources, in the best interests of achievement and the school's sustainability.
- . 19. To distribute leadership throughout the organisation, forging teams of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.

Wider engagement and contribution.

- . 20. To develop the capacity of Marden High School to work with other schools and improve the quality of education at system level.
- . 21. To develop effective relationships with other services to improve academic and social outcomes for all students.
- . 22. To harness the findings of well evidenced research to help contribute to the self-improving and school led system.
- . 23. To make Marden High School a centre of good practice in initial and continuing teacher education.
- . 24. To inspire and influence others - within and beyond the school - to believe in the fundamental importance of education in young people's lives and to promote the value of education.

. Contextual information

The headteacher leads the senior team that is solely responsible for the leadership and management of Marden High School.

This job description is based upon the National Standards of Excellence for Headteachers 2015, which sets out in four domains a set of aspirational standards. It should be read in conjunction with the School Teachers Pay and Conditions Document 2014.

