



- **Title: Director of Blue Sky**
 - **Advert**
 - **ISR**
 - **Accountable to:**
- 1st September 2022 or earlier**
External to widen field
10 - 14
£52,723 - £58,135
Executive Principal for School Improvement

Position Overview

The post holder will oversee the strategic development and direction of all aspects of the Blue Sky.

Blue Sky is the vehicle by which The Romero Catholic Academy will develop the vocation for all staff employed. The Director will secure the delivery of professional development and formation for all staff and job families including Apprenticeship. Furthermore, there is an expectation that Blue Sky will provide outreach to schools and staff externally.

The Director will be responsible for teacher recruitment, development and retention across Coventry and Warwickshire in partnership with key staff and Principals in the MAC, other Alliances and Teaching School Hubs. Blue Sky will have oversight of the quality assurance of all ITT in the MAC, liaising with school leaders.

Working with our strategic partners, Coventry and Central Warwickshire (Lawrence Sherriff lead school) for ECT, Newman College for teacher training (School Direct) and [CoEFL](#) for Leaders leadership development (NPOs), along with the Diocese for strengthening the Catholic dimension which is at the core of the organisation; we will draw upon this significant expertise to deliver the best possible training and development opportunities to impact on outcomes for all children and young people.

Main duties

- Provide professional formation to develop the Catholic ethos and identity of the MAC
- Provide the MAC with oversight of training and development for all job families and develop pathways in partnership with CSEL, Director of Operation and Head of HR
- Provide strategic leadership for MAC for improving outcomes for young people through the Romero Curriculum and Charter alongside the School Improvement Team; link with network leads across the MAC
- Develop a clear and coherent vision for Blue Sky, communicating and engaging partners and schools with this vision
- Co-ordinate ITT recruitment for the MAC and liaising as a Delivery partner for training with the relevant staff and Principals
- Co-ordinate the Early Career Framework, ensuring that all Early Career teachers engage in this new provision.
- Co-ordinate the new National Professional Qualifications for school leaders, including the new Principal support package, ensuring that all schools engage with this provision as the main vehicle for leadership development
- Work with strategic partners to develop other opportunities to improve the quality of teaching and leadership
- Accountable for the impact of Blue Sky and performance against KPIs

General Duties

Strategic Development

- Provide strategic leadership and direction, to impact the outcomes of children and young people across the MAC and beyond to partners within Blue Sky; have oversight on the use of Arbor, Cisca, PixL and internal data across both Primary and Secondary phase
- To develop and drive a strategic development plan for Blue Sky weaving a 'golden thread' throughout ensuring it is underpinned by Catholicity
- Develop strong strategic partnerships, drawing on the expertise of a network of MACs, Trusts, the Research School, SCITT, NPQ provider and Curriculum Hubs.
- Develop strong partnerships with MACs, MATs, Local Authorities, the Regional Schools Commissioner, DfE and other stakeholders
- Develop a robust and coherent communication strategy for the Blue Sky which is GDPR compliant
- Through strong financial management and monitoring, ensure that Blue Sky is financially viable and sustainable
- Establish sophisticated systems to collate local intelligence and data, to inform school improvement within the MAC

Leadership & Management

- Act as the visionary for Blue Sky, living out servant leadership
- Ensure that the activity of Blue Sky puts children first, maintaining high expectations for all
- Actively drive the Blue Sky strategic plan, ensuring engagement of all schools and partners
- Report into CC3 (Quality Provision, Performance and Standards) and Board of Directors
- Develop and direct all system leadership in partnership with the CSEL
- Direct and support the work of the admin support
- Identify, monitor and report on all Blue Sky KPIs

Teacher Recruitment, Development and Retention.

- Source support from Diocese regarding vocation, ITT and teacher training.
- Source support from Curriculum Hubs, Behaviour Hubs, Research school for school to school for each Principal within the MAC as requested.
- Co-ordinate ITT recruitment across the MAC.
- Establish robust mechanisms to develop the quality of ITT provision across the MAC.
- Support the strategic development of the School Direct programme.
- Deliver the Early Career Framework on behalf of Blue Sky.
- Ensure ECF recruitment KPIs are met and that over time all Early Career teachers effectively engage in this new provision.
- Oversee robust systems and capacity to track and support Early Career teachers.
- Co-ordinate the new National Professional Qualifications (NPQ) for school leaders, including the new Principals support package on behalf of Blue Sky and engage as Delivery partner for Golden Thread TSH.
- Ensure recruitment KPIs for NPQs are met, with schools consistently engaging with this provision as the main vehicle for leadership development.

- Work with partners and agencies to develop other opportunities to improve the quality of teaching and leadership.
- Strengthen links with the Research School, embedding evidence-informed practice in all parts of the MAC.
- Develop other strategies to support recruitment of school staff across the locality. Activity may include the development of a school-led supply agency and recruitment/talent management service in partnership with CSEL and Head of HR.

Business and Financial Planning

- Work closely with the Chief Financial Officer, School Improvement team (CSEL/ Executive Principal) to develop a robust budget and ensure the financial sustainability of the Alliance.
- Develop a robust Alliance business plan, with accurate project income targets.
- Act as the key decision maker for all financial decisions.
- Proactively secure additional resources, through successful funding applications.
- Report on financial performance to Board of Directors.

MAC Development

- Contribute to the development of a robust 'people' strategy with the CSEL and Head of HR, drawing upon opportunities and intelligence of Blue Sky to support all schools within the MAC; underpinned by Catholic dimension.
- Act as a positive advocate for Blue Sky and MAC.
- Provide targeted support to Romero schools where required.
- Support the growth and development of the MAC where appropriate.
- Support schools joining the MAC, ensuring that they effectively engage with activity available through
- Proactively engage with the mission, vision and values of the MAC
- Work in partnership with SST on the development of the Romero University

Other duties

- Engage as an active member of the central team.
- Be a flexible and supportive member of the team.
- Be willing to undertake professional development where appropriate.
- Ensure personal responsibility for maintaining up to date knowledge of educational developments relevant to the role.
- Be aware of and comply with all Romero policies and procedures.
- Work in a flexible way to respond to the needs of the MAC and to fulfil other duties and responsibilities appropriate to the grade and role as and when required.

Job Requirements

The following requirements will be assessed through either the Application Form (AF), during the Interview (I) or as part of an Assessment (AST).

Person Specification (based on Diocese Vice Principal / Senior Leadership post) except red text which is additional

Category	Essential	Desirable
1. Faith Commitment	<ul style="list-style-type: none"> Understanding of leadership role in spiritual development of pupils and staff Understanding of the Academies role in the network (s), parish and wider community and in promoting community cohesion A practising and committed Catholic 	<ul style="list-style-type: none"> Understanding of the distinctive nature of the Catholic school and Catholic education Evidence of participation in faith life of the community
2. Qualifications	<ul style="list-style-type: none"> Qualified teacher status 	<ul style="list-style-type: none"> Postgraduate level qualification NPQML/NPQSL NPQH CCRS or equivalent
3. Experience	<ul style="list-style-type: none"> Successful experience of leading one or more subject areas Substantial, successful teaching experience Experience as member of senior management/leadership 	<ul style="list-style-type: none"> Curriculum leadership in one or more core subjects Experience of teaching in more than one school
4. Professional Development	<ul style="list-style-type: none"> Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning Evidence of delivering continuing professional development 	<ul style="list-style-type: none"> Evidence of continuing professional development relating to Catholic ethos, mission and religious education Experience of working with

<p>5. Strategic Leadership</p>	<ul style="list-style-type: none"> • Ability to articulate and share a vision of primary education within the context of the mission of a Catholic school. • Ability to inspire and motivate staff, pupils, parents to achieve the aims of Catholic education • Evidence of successful strategies for planning, implementing, monitoring and evaluation school improvement • Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these • Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils • Understanding of and commitment to promoting and safeguarding the welfare of pupils 	<ul style="list-style-type: none"> • Evidence of having successfully translated vision into reality at whole school level
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Category	Essential	Desirable
6. Teaching and Learning	<ul style="list-style-type: none"> • A secure understanding of the requirements of the National Curriculum and Early Years development • Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils • A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning • Experience of effective monitoring and evaluation of teaching and learning • Secure knowledge of statutory requirements relating to the curriculum and assessment • Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management 	<ul style="list-style-type: none"> • A secure understanding of the requirements of the Curriculum Directory for Religious Education • Understanding of successful teaching and learning in religious education across the key stages • Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management
7. Leading and Managing Staff	<ul style="list-style-type: none"> • Ability to delegate work and support colleagues in undertaking responsibilities • Awareness of performance management of colleagues • Working knowledge of effective budget planning and resource deployment; 	<ul style="list-style-type: none"> • Experience of working and leading staff teams • Understanding of how school can achieve its educational priorities • The ability to source funding streams and engage with ESFA on return where appropriate (e.g. School Direct)
8. Accountability	<ul style="list-style-type: none"> • Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, Academy Committees, parishioners and clergy, Board of Directors • Experience of effective whole school self- evaluation and improvement strategies • Ability to provide clear information and advice to staff and key stakeholders • Secure understanding of strategies for performance management 	<ul style="list-style-type: none"> • Experience of presenting reports to key stakeholders • Understanding the criteria for the evaluation of a Catholic school • Leading sessions to inform parents • Experience of offering challenge and support to improve performance
9. Skills, Qualities & Abilities	<ul style="list-style-type: none"> • High quality teaching skills • Strong commitment to the mission of a Catholic school / Academy • Commitment to the spiritual formation of the academy 	<ul style="list-style-type: none"> •
10. References	<ul style="list-style-type: none"> • Professional reference without reservation • Pre-employment occupational health check clearance 	<ul style="list-style-type: none"> •