

Principal of Magna Academy Poole

Job Description

The Principal of Magna Academy Poole shall carry out the professional duties of Principal as set out in the Trust's contractual framework for teachers.

The Principal is accountable overall to the Aspirations Academies Trust, and directly to the Aspirations South Coast Regional CEO, for ensuring the educational success of Magna Academy Poole within the overall framework of the Aspirations Academies strategic plan as well as the development plans for the academy. The Principal is responsible for all aspects of the internal organisation, professional leadership, management and control of Magna Academy Poole. They should create a culture of constant improvement and be an inspirational leader, committed to the highest achievement for all in all areas of the Academy's work. Main aspects of the role:

- Carry forward the Aspirations Academies Trust vision;
- Lead the Academy to deliver outstanding education and performance;
- Take the Academy to the next stage of development
- Maintain a positive profile in the community - local and national.

Managing Magna Academy Poole

The Principal will work closely with the Regional CEO to:

1. Shape the Future (Strategic Leadership):

- Work under the guidance of the Aspirations Academies Trust to develop the shared vision and strategic plan for the Academy, which is responsive to the community it serves. At the core of this should be the educational and aspirational development of the students.
- Implement the Aspirations Academies Trust vision and strategic direction so that it is understood and acted upon by all stakeholders.
- Develop and implement a strategic plan, underpinned by sound financial planning which identifies priorities and targets for ensuring that pupils and students achieve high standards and make progress, increasing teachers' effectiveness and securing school improvement.
- Ensure that the management, finance, organisation and administration of the Academy are efficient, effective and deliver value for money.
- Ensure a close working relationship with other Aspirations Academies, sharing staff and resources, whilst at the same time maintaining the distinctive educational qualities of the Academy.

- Ensure the raising of aspirations, achievement and attainment through the fostering of an inclusive, sustainable and innovative lifelong education environment.
- Ensure the Academy achieves its performance targets.
- Effectively market and promote the Academy to a range of audiences.
- Secure the commitment of parents and the wider community to the vision and direction of the Academy.
- Work with all stakeholders to generate enthusiasm and commitment.
- Challenge, motivate and empower others to attain ambitious outcomes.

2. Lead Learning and Teaching:

- Secure and sustain effective teaching and learning throughout the Academy by monitoring and evaluating the quality of teaching and standards of students' achievement, using benchmarks and setting targets for improvement. This should include those with special educational or linguistic needs in order to set and meet challenging, realistic targets for improvement.
- Promote excellence in teaching and learning, ensuring a continuous and consistent academy- wide focus on students' achievement and development.
- Develop an inclusive and supportive approach so that the Academy is a place where all young people feel welcome.
- Ensure the Academy's provision meets the needs of all learners including SEND and disadvantaged students.
- Ensure that effective and appropriate pastoral support is available to students.
- Establish creative, responsive and effective learning in all curriculum areas.
- Create a positive culture of challenge, support, high expectations and high aspirations.
- Embed the Trust's Core Principles into every aspect of the culture of the Academy.
- Promote the acquisition and application of knowledge along with the development of the 11 future skills through the use of the Trust's challenge and engagement toolkit and the gradual implementation of the Trust's 'No limits: Education for success in the 21st century' curriculum.

3. Raise aspirations, achievement and attainment:

- Address the needs and aspirations of each student through personalised learning and mentoring.
- Use assessment data to set challenging targets.
- Develop a culture of testing at all levels.
- Challenge practice to ensure a stimulating learning environment.
- Ensure Academy-wide priorities are consistently and effectively implemented.
- Ensure robust and effective review systems lead to continuous improvement.

4. Develop Self and Working with Others:

- Develop a culture of personal responsibility that encourages both excellence and supports appropriate strategies to deal with under performance.
- Ensure a high standard of professional development for all staff and for self.
- Work with all staff to build effective teams.
- Sustain own motivation and that of other staff.
- Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs.
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the Academy.
- Develop the capacity, through coaching and other appropriate means, of the educational leadership and management, particularly the SLT.
- Keep abreast of educational developments and best management practice in order to introduce appropriate innovation.
- Work closely with the South Coast District Board and other Aspirations Academies to promote and develop the benefits of age 2-19 education.
- Encourage and support staff to work with staff in other Aspirations Academies to encourage the sharing of good practice and school improvement.

5. Lead the Organisation:

- Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the Academy.
- Lead by example, be a highly visible presence around the Academy.
- Establish collaborative and open relationships with all stakeholders.
- Critically evaluate the Academy's performance.
- Communicate openly with the Regional CEO on a regular basis.
- Ensure that communication channels exist enabling all staff to receive information they need in order to carry out their professional duties effectively.
- Ensure structures deliver student progression, attainment and achievement.
- Implement the Aspirations Academies Trust's performance management framework for all staff.

6. Managing the Organisation

- Formulate an annual budget, with the Managing Director, Director of Finance and the South Coast Regional CEO, in order that the Academy secures its objectives.
- Work with the Regional CEO to recruit and retain staff of the highest quality.

- Work with senior colleagues to deploy all staff effectively in order to improve the quality of education provided.
- Plan, manage and monitor the curriculum of the Academy within the agreed budgets, setting appropriate priorities for expenditure allocating funds and ensuring effective administration and control.
- Ensure the regular monitoring of the budget for the Academy and the oversight of the use of resources in full liaison with the Regional CEO.
- Ensure the effective implementation and operation of Aspirations Academies Trust common systems in Magna Academy Poole - SAGE finance, HCSS, DC Pro Assessment, Managed IT, etc.
- Take responsibility for the collection of data and making returns of all statutory requirements to the Department for Education.
- Manage and organise the accommodation of the Academy efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety requirements.
- Plan and manage the Academy's financial resources and maximise the level of external funding that is attracted to support its development.
- Ensure that the Academy works within the financial budget.
- Ensure full compliance with all statutory legislation including safeguarding and prevent.
- Ensure all staff are effectively trained in line with safeguarding legislation and guidance.

7. Secure Accountability:

- Ensure all staff have clearly defined responsibilities and accountabilities.
- Establish strong senior and middle leadership roles within a distributed leadership structure.
- Secure robust Academy self evaluation and quality assurance procedures .

8. Support the work of the Aspirations Academies Trust

- Develop strong, positive relationships with colleagues in the Aspirations Academies Trust, contribute to collaborative work across Aspirations Academies and support other staff in participating in Aspirations Academies Trust work.
- Participate in Aspirations Academies Trust and sector-wide activities in order to share best practice, contribute to the development of Aspirations Academies Trust strategies and policies and promote the academies and the Aspirations Academies Trust in a local and national context.
- Provide advisory support to other Aspirations Academies as required.

9. Lead in the Community Through Collaboration:

- Develop community engagement, promoting a continuous culture of change and aspirations for all.
- Create and maintain an effective partnership with parents/carers.
- Strengthen the Academy's positive image in the wider community.
- Develop the Academy's extended school provision.
- Actively support the diversity of the Academy's community and students.