



Head of Teacher Development

Candidate Information Pack



**Academies
Enterprise Trust**
Find your remarkable

| Be unusually brave | Discover what's possible | Push the limits | Be big-hearted |

AETSchools.org



Rebecca Boomer-Clark
Chief Executive

A message from the CEO...

Thank you for your interest in joining AET. We're one of the largest networks of schools in England with 57 schools in almost all regions of the country. It's a fascinating time to join our team as we pivot from a period of financial turnaround to becoming a truly high-performing organisation.

We believe that the achievement gap across our system is a provision gap and every child has an entitlement to an excellent education in every classroom, every day. As a fourth generation teacher myself, I understand this is hard, but it's also the single most important thing that we do.

To that end, we are recruiting two exciting new roles in our central team; the Head of Teacher Development and Director of Strategic Improvement. These roles will be pivotal to designing and leading two of our core school improvement programmes, supporting teachers and leaders to develop themselves and their work.

We want people on our team who are excited by scale and the prospect of having a deep and lasting impact on the lives of tens of thousands of children. We also want people who are intellectually rigorous, stay curious, and generous enough to be committed to the messy challenges of innovation, scale and collaboration.

This role is for you if:

- You are a recognised expert in teacher development
- You want to drive change and achieve sustainable excellence, in one of the largest and most inclusive educational organisations in the country.
- You have a track record of designing and executing large-scale, complex and highly effective programmes of teacher development

We haven't seen a 'normal' academic year since before the pandemic and now more than ever, our pupils, our staff, and our communities need the best support and expertise we can offer. If you are excited by the challenge of playing your part in realising educational excellence from Middlesbrough to the Isle of Wight, and Clacton to Torquay - we want to hear from you!

Academies Enterprise Trust (AET)

AET was established in 2008 and is now a national group of 57 primary, secondary and special academies. We are proud of our diverse and inclusive network of schools.



Secondary	Primary
Aylward Academy	Anglesey Primary Academy
Bexleyheath Academy	Ashingdon Primary Academy
Broadlands Academy	Barton Hill Academy
Clacton Coastal Academy	Beacon Academy
Firth Park Academy	Brockworth Primary Academy
Four Dwellings Academy	Caldicotes Primary Academy
Greensward Academy	Charles Warren Academy
Greenwood Academy	Cottingley Primary Academy
Kingsley Academy	Feversham Primary Academy
Kingswood Academy	Four Dwellings Primary Academy
Maltings Academy	Hall Road Primary Academy
New Forest Academy	Hamford Primary Academy
New Rickstones Academy	Hazelwood Primary Academy
Richmond Park Academy	Hockley Primary School
Ryde Academy	Lea Forest Primary Academy
Sir Herbert Leon Academy	Meadstead Primary Academy
Tamworth Enterprise College	Montgomery Primary Academy
Tendring Technology College,	Newington Academy
The Rawlett School	Noel Park Primary School,
Unity City Academy	North Ormesby Primary Academy
Winton Academy	North Thoresby Primary Academy
Special	Offa's Mead Academy
Columbus School and College	Percy Shurmer Academy
Newlands Academy	Plumberow Primary Academy
Pioneer School	Shafton Primary Academy
The Ridge Academy	St Helen's Primary Academy
Wishmore Cross Academy	St James the Great Primary Academy
	The Green Way Academy
	Trinity Primary Academy
	Utterby Primary Academy
	Westerings Primary Academy

The Talent Leadership Team

Our mission is to empower people to do their best work, supported by the best leadership they've ever had, so that we can provide an excellent education to every child, in every classroom. We are responsible for acquiring, developing and managing talent. The team brings together expertise across organisational design, teacher development (including initial teacher training, the early careers framework and instructional excellence), leadership development and recruitment.

Everyone at AET is part of the extended education team and we work very closely with the executive team, directors of education and the wider education leadership team across our network and beyond.

Introducing Project H

For decades, education has faced the same persistent and entrenched challenges. From how to organise our school system, reform the curriculum and qualifications, ensure teacher efficacy, and develop vocational skills, education policy has too many perpetual problems, and too few lasting, high impact solutions.

Policies come and go, but in an era of rapid change, one thing is a constant - the desire to improve our country's schools and the outcomes of the pupils that attend them. Speak to any teacher, support staff, Principal or Trust leader across the country: their relentless drive to improve pupil outcomes is the golden thread that binds them together. It's a collective mission and endeavour.

But the unavoidable truth is that in 2023, still only 59% of pupils leave primary school meeting the expected standard in reading, writing and mathematics.

For all the excellent efforts of high-quality research and hard work in practice, the harsh reality is we simply don't know what works in every organisation, every school, in every classroom for every pupil - no matter where they grow up or their circumstance.

So AET has launched Project H.

The goal is simple: to openly and honestly document AET's school and network improvement journey - the highs and the lows, warts and all - as a tool to share and learn with others.

Over the last few years, a number of Trusts have launched open-source platforms and published their resources. We have seen fantastic leadership from the sector to galvanise a new wave of Trust-to-Trust and school-to-school learning and development.

But for collaboration to be made a reality, we need to make a collective shift to not just talking about 'what works', but reflecting openly on what doesn't.

So, this is AET's contribution to that cause. It is what our CEO Becks Boomer-Clark means when she talks about 'system generosity' - the ethos that Project H is founded on. Our aim is for Project H to be a shared space to explore the interconnected parts of education so that we can bridge the gap between policy and practice.

As a senior leader within AET, you'll have the opportunity to benefit from and feed into this cutting-edge dialogue and research.

To learn more, please visit: [Home](#) | [Project H](#)

Our five mindsets influence the behaviours and culture we are striving for across the network. They anchor us in a way of thinking and help to approach challenges and opportunities collaboratively.



Our mindsets

Share ideas early, often and honestly

Being open about ideas to develop them- even in their foundational stages and we don't know whether they will succeed.

Embrace constructive disagreement

Seeking meaningful discussion, welcoming the fact that we may not always agree.

Value ideas, not ego

Encouraging innovative thought and discussion from every individual, not just those who shout the loudest.

Be curious and open to new ideas

Exploring emerging views from a wide diversity of perspectives.

Focus on facts and reason

Understanding the world as it is not how we wish it to be.

Our values

Be unusually brave

At AET, we choose to be unusually brave. We're not afraid to challenge wrongs, to make the right call, even when it's both unusual and difficult to do so.

Discover what's possible

We are on the search for discovering what's possible. We look to create 'eureka moments' for our students, helping them discover a world of possibilities and opportunities.

Push the limits

We always strive to push the limits. We don't settle for less than excellent and we won't allow our students to either. We resolve to overcome any self-imposed limits.

Be big-hearted

We commit to being big-hearted. We choose to treat each other with kindness, warmth and care, believing that everybody matters and believing in one another.

Job Description

Job title:	Head of Teacher Development
Accountable to:	Deputy Director of Education
Location:	163 Eversholt Street, London NW1 1BU with potential for home working; national travel required at times.
Hours of work:	Full time with hours necessary for the demands of the role.

Core Purpose of the role

AET is ready to unlock the potential in all our children and young people. We are building a network of excellent schools across England. Excellent schools need excellent leaders and teachers to deliver the very best for our children and young people. To make this happen, we have created a Head of Leadership Development role, and this Head of Teacher Development role, at the heart of AET's education and talent leadership team. The Head of Teacher Development role is critical to us redefining educational standards and establishing AET as the model to the system.

The classroom is the very heart of everything we do and so excellent teaching, day in, day out, is the centrepiece of AET's strategy. It is what all our children and young people deserve. You will lead our work to ensure that we have great teaching across our schools; codifying excellence and ensuring that teachers across our network have the best opportunities to learn and develop.

This is the moment to make a step change in educational excellence and teacher development. You will lead, develop, and implement our Instructional Excellence Programme, delivered through an exciting and pioneering partnership with One World. You will also work in partnership with Ambition Institute, Ark Teacher Training and other leading organisations, to realise the potential of our signature programmes, and deploy solutions at scale leading our Teacher Educator Network. You will have access to expert and influential educationalists, school and MAT leaders - both inside and outside of our network - who bring rich and diverse learning and experience to our organisation. You will also gain the ability to learn from the uniqueness of our settings, which span geography, demography and phase.

Our strategy calls for a cohesive approach that recognises the importance of domain specific knowledge in leadership roles, meaning you will collaborate very closely with your Head of Leadership Development peer.

This role is for you if:

- You are a recognised expert in teacher development
- You want to drive radical change in one of the largest educational organisations in the country.
- You have a track record of designing and executing large-scale, complex and highly effective programmes of teacher development.
- You believe that you can put developing talented people at the centre of everything our Trust does, so that every single one of AET's children receives a truly excellent education.

Overview

This role will build and shape AET's teacher development programmes and networks to enable the greatest possible impact on the classroom.

You will embed exciting new programmes of teacher development and instructional excellence across AET's network.

You will lead our Teacher Educator Network, building teams of educators that are able to genuinely collaborate and drive network improvement. Our network groups are a critical part of our architecture for collaboration, enabling collective learning and development, and building expertise and capacity across our network.

The Head of Teacher Development will work with the Directors of Education and Regional Education Director team to ensure teacher development efforts are consistent, aligned and integrated with broader organisational priorities.

There is also the potential for the postholder to engage in research, enabling us to share our learning nationally and internationally and truly engage in system generosity. This will be supported through our new open-source engagement platform. This role is about contributing to improving educational standards across the sector, not just within our network, and about generating knowledge, not just defining it.

Responsibilities

Responsibilities

Codify Excellence in Teaching

- Ensure a clear, codified understanding of excellent teaching, and embed the use of Ark's Great Teacher Rubric across the network to enable effective teacher evaluation. In doing so, make close connections to the ITT core content framework, the early careers framework and the AET professional development offer for teachers.
- Engage with - or create - research and sector-leading practice, both in the UK and internationally, and incorporate the lessons from that practice into AET professional development offer for teachers and professional development.
- Identify the highest leverage training needs of teachers across AET's network of primary, secondary, and special schools for 2023/24 and beyond. Build programmes and partner with other organisations in order to meet that need.
- Ensure effective evaluation and impact processes across all strands of work

Develop and lead AET's instructional approach to school improvement

- In partnership with [One World](#), lead, develop and implement AET's Instructional Excellence Programme equipping leaders with the tools and resources they need to accelerate improved provision in classrooms across the network, reducing variance and raising quality.
- Synthesise global and AET best practice to reach an organisation-wide understanding of what instructional excellence looks like, design and codify the best ways for it to be delivered across AET, and deliver and develop training that helps reduce variance in leadership approaches to the work

- Embed a culture of instructional coaching across AET's network, working with our Directors of Education, Regional Education Directors (REDs) and Head of Leadership Development to achieve this.

Lead the alignment of AET's culture around teaching excellence

- Drive the successful delivery of the Trust's current Early Career Teacher (ECT) programme, ensuring quality and participation. Evaluate impact, identify improvements and implement changes as needed.
- Draw on the best models available internationally to share models for teacher practice and development, contributing to AET's playbooks for excellence.
- Work closely with curriculum and inclusion teams to ensure that AET's teacher development offer links effectively and coherently across teams, networks and initiatives.

Develop and execute network-wide systems for teacher development

- Build expertise across AET's schools in teacher development, including in different phases and subjects. Build a network of tutors and mentors from within AET and its partner organisations who can provide excellent development and support to AET's early career teachers.
- Lead AET's Teacher Educator Network, building teams of educators that are able to genuinely collaborate and drive network improvement.
- Establish and monitor a continuous cycle of reflection and improvement. Evaluate the AET suite of teacher development programmes annually, more often when needed, to identify effectiveness and impact, changing and adapting those programmes as a consequence.

Lead on the professional development offer for our schools

- Build and maintain an overall professional development offer for our schools, segmenting interventions according to need
- Schedule the offer to align with school professional development days
- Support the provision of mandatory training so that schools can demonstrate so that schools can demonstrate that all staff have undertaken and understood the content
- Provide expertise to shape apprenticeship programme product development as required

The post-holder is also required to undertake such other duties and training as may be required by, or on behalf of, AET Trust, provided that they are consistent with the nature of the post.

This job description is a guide to the duties the post holder will be expected to undertake. It is not intended to be exhaustive or exclusive, and will be subject to change as working requirements dictate and to meet the organisational requirements of AET.

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.

3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. This job description may be varied to meet the changing demands of the Trust at the reasonable discretion of the Chief Executive.
5. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
6. The postholder may deal with sensitive material and should maintain confidentiality in all academy - and Trust - related matters.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

Equality, Equity, Diversity and Inclusion

At AET, we want all our employees to feel included; bringing their passion, creativity and individuality to work. We value all cultures, backgrounds and experiences, and we truly believe that diversity drives innovation. Join our family and help us inspire every child to choose a remarkable life.

Person specification			
General heading	Detail	Essential requirements:	Desirable requirements:
Qualifications	Qualifications required for the role	<ul style="list-style-type: none"> • Qualified to degree or equivalent professional qualification. • Qualified Teacher Status. 	<ul style="list-style-type: none"> • PGCE or equivalent • Masters degree or higher qualification. • Project or programme management qualification.
Knowledge/Experience	Specific knowledge/ experience required for the role	<ul style="list-style-type: none"> • Headteacher or senior leader with experience across multiple schools. 	<ul style="list-style-type: none"> • Successful experience of embedding instructional coaching across a large group of

		<ul style="list-style-type: none"> • Extensive experience designing and delivering effective development programmes. • A track record of effective project/programme management experience. • Successful experience of leading work across multiple schools or education providers to secure improvement in educational performance. • An established and ongoing track-record of engaging actively with education research and translating it into effective, evidence-based action within schools or education providers. • Experience of evaluating the impact of interventions swiftly, effectively and with fidelity, and changing those interventions as a consequence. • Experience of driving and 	schools, a large workforce or multiple education providers.
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		<p>delivering transformational and cultural change.</p> <ul style="list-style-type: none"> • A deep knowledge and clear understanding of educational legislation and policy, the statutory framework for education, new innovation and recent developments. 	
Skills	Forward and strategic planning	<ul style="list-style-type: none"> • Able to think and plan strategically at scale. 	<ul style="list-style-type: none"> • N/A
	Abilities	<ul style="list-style-type: none"> • Ability to lead and manage change in multiple schools and settings. • Able to build highly effective relationships with internal and external stakeholders. • Ability to think and plan strategically and deliver at scale. • Ability to rapidly identify and implement key priorities for educational improvement. 	<ul style="list-style-type: none"> • N/A
Personal Characteristics	Behaviours	<ul style="list-style-type: none"> • Project H Mindsets • Strong negotiating and influencing skills. 	<ul style="list-style-type: none"> • N/A

		<ul style="list-style-type: none"> Well developed interpersonal and communication skills. Hard working, dedicated and resilient. Interpersonal awareness and commitment to impact. Lead by example with high professional standards. 	
	Values	<ul style="list-style-type: none"> Ability to demonstrate, understand and apply our values <ul style="list-style-type: none"> Be unusually brave Discover what's possible Push the limits Be big hearted 	<ul style="list-style-type: none"> N/A
Special Requirements		<ul style="list-style-type: none"> Successful candidate will be subject to an enhanced Disclosure and Barring Service Check Right to work in the UK Evidence of a commitment to promoting the welfare and safeguard 	<ul style="list-style-type: none"> N/A

		ding of children and young people <ul style="list-style-type: none"> • Show a commitment and proactive approach to drive forward equality, equity, diversity and inclusion and to own personal development along with a positive attitude towards legislative developments and the provision of equitable services 	
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Initial Teacher Education

Excellent teacher training paves the way for excellent teachers. Since September 2022, AET schools have been working in partnership with Ark to deliver our teacher training. Our aim for our 57 academies is to develop people at the start of their pathway so they can build a career with AET that they can be proud of.

Learning and Development

We welcome colleagues who are keen to own their professional development pathway and who consider themselves lifelong learners. We value deep knowledge and expertise in our leaders, focusing on specialism over generalism.

We are one of the largest networks of schools in England, and our network approach, alongside our centralised support and development offer, allows you to develop as a leader and support the development of others. Through our face-to-face and online networks, you will gain the ability to learn from the uniqueness of our settings, which span geography, demography and phase. AET is sharply focused on becoming a high performance organisation. This goal ensures we take every opportunity to work with expert and influential educationalists, school and MAT leaders - both inside and outside of our network - who bring rich and diverse learning and experience to our organisation.

Our approach to educational excellence is underpinned by our Instructional Excellence Programme, delivered through an exciting and pioneering partnership with One World. We are an apprenticeship

provider and also have a long-standing partnership with Ambition Institute, offering the full suite of Early Career and NPQ programmes, expertly facilitated and tailored to our network and local contexts. Our centralised CPD offer provides network opportunities for both teaching and leadership development, as well as offers tailored to individuals and schools. We are proud to offer professional coaching for our senior leaders.

Our approach enables you to take responsibility for steering your own learning and development. Our programmes are designed to support you in planning a clear career pathway or progression of knowledge, skill and experience in your role. We will achieve excellence together, stretching and empowering you to have the greatest impact across our network.

Innovative approach to EdTech

Whilst we know that technology will never be a substitute for a strong curriculum and excellent teaching, we are interested in how EdTech can make our teachers' work easier

AET continues to invest heavily in technology, making it one of the best equipped Trusts in the education landscape. This investment ensures all our schools and central team have top notch infrastructure and equipment, and AET is extremely proud to have been recognised within the EdTech 50 2021/22 awards. We are also an active contributor to the Department for Education's EdTech Demonstrator Programme.

As senior leader we will offer you

- A supportive induction programme to set you up for success
- Career development opportunities and 1:1 professional coaching
- Participation in cutting-edge dialogue and research - both internal and external.
- Network-wide conferences to engage in Trust wide initiatives, build relationships, and network with other leaders

More support for you and your family

Benefits:

- Electric car scheme
- Employer funded healthcare scheme
- Gym membership scheme
- Cycle to work scheme
- Online bike shop scheme
- Local Government Pension scheme
- Childcare vouchers (applicable if already enrolled pre October 2018)
- Affordable loan scheme
- Employee assistance programme
- Financial advice
- Lifestyle savings
- Home electronics and mobile phone scheme

We have developed a comprehensive staff benefits package with flexible benefits schemes and offers, which you can access through the online platform Vivup. See this [link](#) to access our full benefits brochure.

Application Process

Thank you for considering applying for the Head of Teacher Development.

Academies Enterprise Trust and all of our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We adopt a robust, fair and consistent recruitment process which is inline with Keeping Children Safe in Education guidance. This includes online checks for shortlisted candidates. All offers of employment are subject to an Enhanced DBS check, references, and where applicable, a prohibition from teaching check.

Academies Enterprise Trust embraces diversity and promotes equality of opportunity. Job share, part time and flexible working opportunities will be considered.

We are a Disability Confident Employer and there is a guaranteed interview scheme for candidates with disabilities who meet the minimum selection criteria.

Please contact Tanya Bentham, Head of Resourcing and Apprenticeships, on 0203 947 5689 or email recruitment@academiesenterprisetrust.org to set up a time for an informal discussion.

Closing date: 29 September 2023, midday

Interview date: w/c 9 October 2023

We look forward to receiving your application.