



Director of Reading (Primary)

Salary: L6 - L10

Contract type: Part Time (2 days a week - 0.4fte)

Contract Term: Permanent or 2 year secondment

Start date: Monday 6th September 2021

An exciting opportunity has arisen to join our new team of internal subject/aspect consultants for Co-op Academies Trust. We are looking for an outstanding leader and teacher of reading (including early reading and phonics) with a proven track record of securing improvements in pupils' outcomes. This is a crucial role within our School Improvement Strategy and we will continue to expand this team over time.

The successful candidate will need to know the reading curriculum and provision in detail including the Education Inspection Framework expectations and the content of an inspection Reading Deep Dive. Co-op Academies Trust will be committed to developing your leadership skills. You will already be an expert reading leader who currently teaches. You will be able to demonstrate the positive difference you have made to children's reading both in your own class and across your school.

You would be working with all of our primary academies and their reading/Literacy/phonics leaders on developing the curriculum and provision across the Trust. You will be responsible for raising standards and ensuring all academies have a high quality early reading strategy in place which aligns fully with Ofsted's expectations. You will do this by working alongside leaders and teachers that work in our Co-op Academies.

This is an interesting and exciting challenge to improve reading outcomes across the Trust. If you would like to talk about this role further, please contact Lynda Johnson by emailing lynda.johnson@coopacademies.co.uk in the first instance.

Location: Flexible, required to work at all academies across the Trust.

For further details of the post and to download an application, please visit <http://www.coopacademies.co.uk>

Completed application forms should be emailed to centralrecruitment@coopacademies.co.uk as details on the website.



Director of Reading

Salary / grade range	L6-L10
Location	Trust Wide
Reports to	Chief Education Officer - Primary School Improvement Lead

Purpose of role:

You will work directly with the Early Years/Reading/Literacy and phonics leaders and teachers to identify the strengths and weaknesses and support academies to address their areas of development. You will be a pivotal person to show and share the best Reading practice across our academies. The successful candidate will help our primary academies to build their own sustainable capacity and lead improvements. You will be expected to deliver regular professional development sessions to Reading leaders with the aim of improving pupils' outcomes. You will be a consistently very good/outstanding teacher with some of your time being spent teaching in allocated academies, leading by example. You will be instrumental in developing the reading curriculum, assessment and in improving standards .

Key accountabilities (and specific duties / responsibilities):

- Raise standards and outcomes in reading and phonics across all phases of our primary academies
- Build sustainable capacity of teachers and leaders of reading and phonics including CPD delivery
- Develop the reading curriculum and assessment resources to support effective teaching and learning
- Communicate key messages to teachers and leaders of reading and phonics, Headteachers and Chief Education Officers
- Consistently demonstrate a high standard of reading/phonics teaching and curriculum development across our academies
- Teaching in those academies that need your support the most leading by example, showing what best practise looks like on a daily basis
- Deployment of Specialist Leaders of Education within reading/phonics to support you in improving standards and outcomes
- Developing the number of academies that have outstanding reading/phonics practice (curriculum and teaching).
- Ensuring you provide challenge and support to those you work with to drive up standards in all areas
- Work alongside the Director of Early Years to embed effective Early Reading and phonics programmes and intervention in all academies in the early years
- Build an external network that can really help and support our academies with improving their reading/phonics provision.
- Report on standards and quality of provision to the CEo responsible for the primary school improvement



team.

Personal attributes required (based on job description):		
Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I)
<p>Optimistic, sensitive, passionate, patient, honest, modest, respectful, open, willing, decisive, assertive and confident</p>		
<p>Qualifications</p> <ul style="list-style-type: none"> • QTS 		A
<p>Experience</p> <ul style="list-style-type: none"> • Have extensive experience of teaching reading and phonics • Have experience and credibility in leading others, including experience of coaching teachers to improve reading and phonics practice, curriculum and outcomes • Have proven experience of identifying and implementing effective strategies for improving outcomes in reading and phonics • Track record of positive significant impact on pupils' outcomes through their own teaching and through leadership • Delivering high quality CPD, monitoring implementation and evaluating impact 		A/I A/I A/I
<p>Skills, Ability, Knowledge</p> <ul style="list-style-type: none"> • Have outstanding knowledge of the teaching of early reading and comprehension and be able to demonstrate their passion and enthusiasm for communicating this to others • Have an up-to-date knowledge of the Early Reading and curriculum expectations of the Education Inspection framework • Be keen to contribute to current curriculum/provision development across the Trust • Have outstanding communication skills, with the ability to leverage influence with all levels of the organisation and be able to work effectively with a team of Reading leaders • Have an ability to combine rigour and high expectations with personal tact and discretion • Understand and respect the importance of diverse cultures and faiths within the academies, with a commitment to equal opportunities 		A/I A/I A/I A/I A/I A/I



<ul style="list-style-type: none">• The ability to form and maintain appropriate relationships and boundaries with children and colleagues• Be able to build relationships quickly with teachers and headteachers• Be able to demonstrate resilience, motivation and commitment to driving up standards of achievement• Have the IT competence necessary to fulfil all duties within the role		A/I A/I A/I A
<p>Personal Qualities</p> <ul style="list-style-type: none">• Be excited to share their knowledge and expertise with a diverse family of schools and be able to travel to all the academies within the Trust.• Access to your own car with a full driving license is essential.• Be aligned with all co-operative values and the Co-op Ways of Being.• Be committed to ensuring that all children in our schools receive an excellent education in a safe and stimulating environment.		A/I A A/I A/I

This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.

If you currently work more than 0.4fte, your application must be accompanied by a letter from your headteacher supporting your application and agreeing to release you 2 days a week to fulfill this role.

Please make it clear if you are applying for a secondment or 0.4fte permanent position.