



Improvement Partner

JE Code: Soulbury Payscale

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| **Values – We are dedicated, respectful, collaborative, we are Milton Keynes Council** | |
| **Service:** | Education Outcomes |
| **Reports to:** | Strategic Lead for School Improvement |
| **Job Family:** | Education |
| **Grade:** | Soulbury PayScale 20-23 (with possibility of three SPA’s) |
| **Political restricted:** | No |
| **Date:** | March 2025 |

**Key Deliverables**

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| **1.** | To maintain an overview of standards and quality within schools across Milton Keynes: with a focus on the achievement of groups potentially vulnerable to underachievement |
| **2.** | To critically analyse and interpret data, from a range of sources, to enable evidence-based judgements on the quality of provision in schools. To target improvement activity, and the deployment of resources to schools and/or settings, according to need. |
| **3.** | To contribute to and, where appropriate, lead school reviews and evaluations of programmes or interventions. |
| **4.** | To assist targeted schools with their own self-evaluation and enable them to arrive at secure judgements about their progress |
| **5.** | To represent the council at key events such as headship appointments and during inspection in order to provide high quality advice and support |
| **6.** | To contribute to the local continuing professional development, offer in order to improve capacity, maintain up-date knowledge of key initiatives and secure statutory compliance. |
| **7.** | To manage and co-ordinate LA intervention in targeted schools, setting and monitoring challenging targets, allocating resources and reviewing outcomes |
| **8.** | To coordinate support for identified schools and settings from consultants and other professionals as appropriate. |

*Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and council wide needs*

**Essential Requirements (key skills & qualifications)**

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| **1.** | **Technical knowledge and qualifications:**   * Qualified Teacher Status and a relevant professional qualification at Level 6 (degree) or above (Framework for Higher Education Qualifications). * Experience of a senior leadership role in a school or substantial LA experience as a School Improvement Partner. * Expert knowledge of the legislative framework in relation to schools. * Expert understanding of school improvement strategies. (Ofsted training would be beneficial but is not essential). | | |
| **2.** | **Planning and organising work:**   * Thinks and acts strategically within own area of responsibility and in support of other areas. * Highly developed oral and written communication skills. * Works strategically across the organisation and with partners. | | |
| **3.** | **Planning capacity and resources:**   * Able to manage a demanding workload, without reliance on others, showing a high drive for achievement and resilience/toughness under pressure. * Able to use resources flexibly. * Able to lead and motivate others | | |
| **4.** | **Influencing and interpersonal skills:**   * Demonstrates strong interpersonal skills and a high degree of awareness towards the need of service users. * Demonstrates strong commitment to the promotion of equal opportunities. * Uses political judgment and sensitivity. * Ability to represent the council and work with external partners, including at regional and national level. | | |
| **5.** | **Using initiative to overcome problems:**   * Highly developed analytical skills to consider a range of possible solutions. * Able to harness resources and, in partnership with others, think creatively to find unique solutions to long lasting and highly complex problems | | |
| **6.** | **Managing risk and change:**   * Is able to identify, assess and manage considerable risk, putting in place effective strategies to mitigate high risk and protects the council’s reputation. * Is resourceful and resilient, in the face of challenge, to problem solving proposals. * Experience of managing change and inspiring others to follow leadership during the process of change. * Secure and skilful use of evidence to judge the progress of change and adjust accordingly | | |
| **7.** | **Accountability and responsibility:**   * Identifies priorities and undertakes tasks without supervision being fully accountable for overall performance. * Is open and honest at all times. * Has high expectations of own performance and meets them. | | |
| **8.** | **Managing financial resources:**   * Experience of managing significant financial budgets. * Able to account for use of resources to demonstrate value for money across a number of interrelated projects. | | |
| **Colleagues expectations**   * Be professional at all times * Work together for the good of the team, council and local people * Promote a supportive culture * Challenge assumptions * Take ownership * Be willing to change and do things differently * Always work in a safe manner | | **Managers expectations**   * Be a role model by displaying positive behaviours at all times * Make well-considered decisions * Support, coach and communicate with my team * Be accountable for my team’s performance |