

## Job Description

### Post: Trust Instruction Coach

#### Purpose

To challenge educational and social disadvantage in the North.

#### Duties and Responsibilities

- Live the mission, values and drivers every day.
- Work as part of the instruction team to secure high-impact, rapid improvements in teaching quality trust wide.
- Respond to specific academy needs by providing targeted instructional support to accelerate improvements in teaching.
- Observe teaching regularly to identify precise next steps for improvement, rooted in shared instructional principles.
- Provide live coaching, including modelling, scripting, rehearsal and immediate feedback to support deliberate practice.
- Coach teachers and leaders to build coherent mental models of effective teaching, grounded in the principles that secure a consistently high-ratio classroom.
- Adapt coaching approaches appropriately for ECTs, experienced teachers, middle leaders and senior leaders, while maintaining instructional rigour.
- Bring strong subject and / or phase expertise to coaching conversations, ensuring that instructional improvements are meaningful and context-specific.
- Work alongside subject leads and trust leaders to strengthen subject-specific pedagogy through coaching, modelling and exemplification.
- Contribute to the development and use of models of excellence, including video, planning exemplars and live demonstrations of high-quality practice.
- Plan and deliver high-quality CPD aligned to trust instructional priorities, ensuring sessions are practice-focused and lead to changes in classroom behaviour.
- Share learning, insight and exemplification across our trust to build collective instructional expertise.
- Leverage technology to improve teaching and support instructional coaching, exemplification and professional development at scale.
- Champion the use of technology to enhance teaching and learning, including the development and delivery of remote, blended, or digital-first lessons to reach the greatest number of students.
- Engage fully in our trust's professional growth process to fulfil personal potential and be able to participate effectively in the implementation of our trust's strategic big moves.
- Attend meetings / training and carry out administrative tasks and duties as specified on our trust calendar.
- Consistently implement all trust policies and contribute to decision-making and consultation procedures.
- Report any safeguarding concerns immediately to a designated safeguarding lead.
- Carry out any other reasonable duties as requested by your manager.

***This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually.***