

## Primary and special schools middle and senior roles

### Teaching and Learning Responsibility (TLR)

- Responsibility and accountability not required of all class teachers
  - Focused on T and L
- Can be for school priority, subject leadership across school or phase leader responsibility. Should not be for strategic whole school leadership i.e.. not breadth of AHT or DHT
- Responsibility needs to be clear to individual and all other staff
- Each school has a clear rationale for different levels of TLR responsibility – made clear in its pay policy
  - Monitoring, data analysis of area
  - Carries out PM

### Assistant Headteacher

- First 'rung' of senior leadership
- Takes on aspects of HT role i.e. carries out duties assigned by HT and in JD e.g. deputising for HT
  - Strong communicator, people manager, coach mentor
    - Role model
    - Emerging leader
- Senior leader pay range – more than highest paid teacher
- Excellent manager and developing wide range of strategic leadership skills
  - Emerging skills dealing with difficult situations
  - Strong at monitoring and implementing whole school approaches and identifying problems/solutions
- Career progression from TLR

### Deputy Headteacher

- If the head teacher is absent from the school a deputy headteacher (HT in reserve)
  - Higher pay range than AHT
  - Role more accountable than AHT
    - Accomplished strategic leader and manager – formulates aims & objectives, policies, carries out and monitors
- Ability to carry our leadership duties e.g. investigations
- Accomplished at monitoring, coaching and mentoring
  - Excellent people manager and communicator
  - Deals effectively, professionally, sensitively as appropriate
- Proactively deals with difficult situations/conversations
  - Decision maker sorts things out
  - Role model

### ALL levels

- Carry out the professional duties of a teacher
- Responsibility and level of accountability needs to be clear to individual and all other staff