



Assistant Director of Learning for Mathematics TLR 2c (£6,646)



Darwen Aldridge Community Academy is looking to appoint an excellent practitioner and aspirational leader, who is ready for the next step in their career.

We are looking for someone who is passionate about mathematics, and who recognises the value of collaboration, and believes that high quality teaching can be shared and developed, and that any child can achieve the highest grades regardless of background or prior attainment.

This is an important role for the Mathematics faculty, and will help to shape the development of our curriculum and assessment, and to further embed our entrepreneurial spirit through the day to day learning experience. You will be joining a vibrant team who strive to enable students to realise their full potential across Key Stages 3 to 5. This is an opportunity to work alongside an experienced and supportive leader and enthusiastic colleagues at an exciting stage in our journey towards excellence.

OFSTED recognised the Academy as Good in May 2017 and inspectors noted our 'highly positive and industrious culture'. We have excellent facilities and our sixth form is in the top 10% of all sixth forms nationally. Our vision and ethos is centred around the Aldridge Attributes of creativity, determination, risk taking, team work, passion and problem solving.

We are part of a cluster of schools in the North West, which includes Darwen Vale High School, Darwen Aldridge Enterprise Studio, Sudell Primary School and UTC Media City in Salford. We are part of the Aldridge Education MAT.

Closing date: Monday 13th May 2019 at 9am.
Interviews will take place later that same week.



"...this wonderful, innovative place. The Darwen Aldridge Community Academy is ground-breaking."
- HRH Prince William of Wales

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Information for applicants Required 1st September 2019



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May 2019

Dear Applicant,

Thank you for your interest in the post of Assistant Director of Learning for Mathematics at Darwen Aldridge Community Academy.

This role is an exciting and important one for our community. Working alongside our Director of Learning for Mathematics, the successful candidate will be leading on aspects of the mathematics provision. They will join a very strong team. Mrs Hart, Director of Learning for Mathematics, is a very experienced leader of mathematics and she has established a strong team ethos and clear direction for further improvement. The successful candidate will have an excellent role model and mentor and will rapidly develop first-rate leadership skills.

The passion of the mathematics team is a key strength of the Academy, with each member of the team taking responsibility for an area of interest. The mathematics faculty are a forward-thinking team who are keen to drive improvement in mathematics. All members of the team take part in weekly collaborative planning sessions where the latest pedagogy is discussed and good practice is regularly shared. Strong support from the leadership team enables the Faculty to introduce and trial new approaches and initiatives.

Mathematics is one of the strongest and highest performing subjects in the Academy with 65% of students achieving a grade 4+ in 2017-18, exceeding the national average. At KS5 100% of students passed their A level Mathematics with 50% of grades A*-B.

This is an exciting time to be joining our academy. Darwen Aldridge Community Academy are a key partner of the NCETM Maths Hubs, leading many of the NCETM work strands, and delivering several projects to a large network of partner schools across the North West. This has enabled us to build up strong links with colleagues in other schools. It also supports the Academy in remaining up to date with the latest pedagogy, which includes particular emphasis on key areas of mathematics for the new GCSE curriculum, and ensures our students and staff are able to contribute to and access the latest materials and resources which are being developed.

Ofsted say 'Teaching of mathematics has improved considerably. Now, the department performs consistently well.' There are a range of extra-curricular opportunities provided for students at all levels in the faculty, Key stage 3 homework club, Key Stage 5 revision club, Key Stage 4 breakfast club, KS3 maths games club and we participate in the UKMT maths challenges.

As a leading member of the Aldridge Education Northwest Cluster, we are broadening our provision. We work in partnership with Darwen Aldridge Enterprise Studio, who provide a complementary Key Stage 5 curriculum. There are many opportunities to work in partnership with our family of schools and our staff benefit from many professional development opportunities which are exclusive to our trust. Our founder, Sir Rod Aldridge, shares our passion for social mobility and is as committed as we are, to ensure our students are successful.

If you are able to build teams, empower others, be collaborative, share good practice and are committed to securing high standards of learning and teaching, as well as able to relate to our ethos, then we would be delighted to hear from you.

Please find enclosed with this letter;

- General information about the Academy
- A job description for the post
- A person specification for the post
- An application form

I hope that this information will encourage you to apply for this key post. The closing date for applications is **9am on Monday 13th May 2019** with interviews to be held that same week. To arrange an informal visit prior to this, please contact my PA, Sam Grimshaw (sam.grimshaw@daca.uk.com) at the Academy.

The Academy is committed to safeguarding and promoting the welfare of children and young people. *References will be taken up for all shortlisted applicants, and successful candidates will be subject to satisfactory enhanced disclosure from the Disclosure and Barring Service.* If you do apply for the above position and have not heard anything within one week of the closing date, you can assume that you have not been short-listed on this occasion.

Yours faithfully,
Lisa Dolan
Principal

[Darwen Aldridge Community Academy Information](#)

Potential applicants will find useful details about the Academy at <http://www.daca.uk.com>, and our sponsor Sir Rod Aldridge at <http://www.aldridgefoundation.com/>. We operate as a northwest based cluster which is one part of a single national MAT, Aldridge Education. The cluster and the MAT are growing, creating opportunities for new partnerships and school to school support and learning.

The Sponsor

The sponsor of the Academy is Sir Rod Aldridge, providing funding through his charitable trust, and ongoing support through the Aldridge Foundation. The Aldridge Foundation brings extensive expertise from the public and private sectors to support our schools.

The Multi Academy Trust

The MAT is a national MAT; Aldridge Education. We operate in clusters across the country and DACA is the lead in the north-west cluster. Our plans are for growth of the MAT and the cluster, so this is an exciting time to join us.

The Academy is committed to working in partnership with other organisations to support the development of provision, care and achievement for 14-19 year olds. In collaboration with the Aldridge Foundation we sponsor the Darwen Aldridge Enterprise Studio. In the north-west cluster, our partner schools in the MAT are Darwen Vale High School, Sudell Primary School and we co-sponsor the Media City UK UTC at Salford.

Job description – Assistant Director for Learning for Mathematics

You are to carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.

All colleagues are expected to demonstrate a wholehearted commitment to the development of the Faculty and leadership of other TLR holders in preparing for, and adapting to, the changing needs of the Faculty.

Your primary leadership role as the Assistant Director for Learning for Mathematics is to work closely with the Director of Learning for Mathematics to raise and maintain standards across all areas within the Mathematics faculty.

You will be an outstanding practitioner with a clear understanding of the characteristics of high quality teaching. You will be able to demonstrate experience and impact of working with colleagues to improve teaching and learning standards.

You will model the entrepreneurial traits of having a determination to succeed and a positive attitude in all aspects of your work. You will endeavour to instil these attitudes in colleagues and students. You will be sincere in the belief that no barrier can prevent a student from achieving.

PURPOSE OF POST:

To teach a timetable of Mathematics across the age and ability range of the Academy, support the leadership of Mathematics, contribute to the continuing development of the Mathematics curriculum, and to the overall development of the Mathematics faculty.

Your role as Assistant Director of Learning for Mathematics is to:

- Plan high quality lessons and lead the delivery of consistently good and outstanding teaching and learning opportunities.
- Carry out day to day duties of a classroom teacher.
- Take responsibility for the teaching groups and form group assigned to you.
- Support the raising and maintaining of standards across the Mathematics Faculty.
- Provide high quality leadership of your area of responsibility, leading by example, sharing good practice and appraising colleagues within the Mathematics faculty.
- Support the Director of Learning with the design, development and review of the Mathematics schemes of learning, lesson plans and resources.
- Maintain expert knowledge of teaching and learning in Mathematics, keeping abreast of the latest research and publications, attending courses and disseminating great practice to members of the faculty.
- Monitor and evaluate the quality of teaching and learning within Mathematics by conducting regular learning walks, work scrutiny and lesson observations.
- Support and coach less experienced members of the team to develop great teaching practice across the faculty.
- Support the Director of Learning for Mathematics to research, amend and administer appropriate assessments for all students.
- Track and monitor data to identify students requiring additional support and manage interventions.
- Generate an enthusiasm around the subject that results in Mathematics continuing a high profile within the school and contribute to our enrichment and extra-curricular programme.
- Promote team ethos through contribution to faculty meetings, and through the sharing of ideas, best practice and resources.

- Support the Director of Learning with garnering a collaborative ethos within the faculty.
- Co-ordinate the effective use of ICT across the faculty to promote effective teaching and enhance learning.
- Liaise with partner schools, other stake-holders and the wider community where appropriate.
- Model effective behaviour for learning, and ensure that high standards of discipline and respect are evident throughout the faculty, supporting colleagues in line with Academy policies and practice.
- Play an active role in whole Academy management and monitoring of students behaviour by supporting Academy policies and practice.

General Duties

You will work in accordance with current health and safety requirements: Governing Body, LA, DFE, and Government policies

You will abide by the Conditions of Employment set out in the relevant paragraphs of the School Teachers' Pay and Conditions document in operation at the time when you are carrying out your duties.

You will carry out any other duties designated by the Principal.

Relationships

You are responsible to the Director of Learning as delegated.

You may be responsible for the appraisal and development of staff working within the faculty.

Additional Note

The above represents a broad outline of the duties and responsibilities currently attached to the post of Lead Practitioner of Mathematics. Depending on the needs of the Academy, these may be altered from time to time in accordance with the conditions set out in the currently operating School Teachers' Pay and Conditions Document and the relevant Governors' Policy Documents.

Darwen Aldridge Community Academy
Person Specification – Assistant Director of Learning for Mathematics

	Essential	Desirable	Evidenced by
Experience	<ul style="list-style-type: none"> • Recent, relevant teaching experience at 11-16 • Evidence of securing excellent GCSE results • Understanding of relevant developments in the Mathematics National Curriculum • Knowledge of high quality teaching strategies • Experience of effective strategies to raise standards of attainment and progress • Experience of the use of data tracking and target setting to raise individual and cohort attainment • Experience of quality assurance processes • Ability to use collaborative teaching methods and work with colleagues in the preparation, assessment and monitoring of work • Understanding the needs of students and the appropriate strategies to support them 	<ul style="list-style-type: none"> • Recent, relevant teaching experience at Key Stage 5 • Currently hold a position of responsibility within a Mathematics department 	<ul style="list-style-type: none"> • Application • Interview
Qualifications	<ul style="list-style-type: none"> • Mathematics-related Higher degree or advanced qualification • Qualified Teacher Status 	<ul style="list-style-type: none"> • Evidence of preparation for middle leadership 	<ul style="list-style-type: none"> • Application
Professional Development	<ul style="list-style-type: none"> • Evidence of responsibility for own professional development and a commitment to pursuing further learning • Recent, relevant in-service training in current educational practice relating to developments in Mathematics • Evidence of successful and continuous Performance Management / Appraisal 		<ul style="list-style-type: none"> • Application
Skills and abilities	<ul style="list-style-type: none"> • Evidence of successful teaching which is consistently good or better • Evidence of excellent student achievement • Excellent classroom management skills • Excellent creative teaching ability and pedagogical skills • Proven ability to inspire and motivate young people to achieve high standards • Ability to work hard under pressure whilst maintaining a positive, professional attitude • Ability to organise and prioritise workload • Good interpersonal skills and the ability to work collaboratively • Ability to work confidently with parents and staff from other organisations. • Evidence of the ability to build positive working relationships • Excellent communication and presentation skills • Excellent organisational and ICT skills, and the ability to meet deadlines • A broad knowledge of current national initiatives including a sound understanding of assessment and monitoring 	<ul style="list-style-type: none"> • Ability and willingness to initiate and participate in both cross curricular and extra-curricular activities • Ability to think and work strategically and with vision • Ability to engage and lead others 	<ul style="list-style-type: none"> • Application • Interview

Other	<ul style="list-style-type: none"> • Commitment to the aims and values of the academy • Commitment to academic excellence and high standards • Awareness, understanding and commitment to inclusion and equal opportunities • An understanding of the needs of young people • Capacity to work hard with all students and staff • Energetic, positive and cheerful attitude • A positive role model for staff and students • Excellent attendance and punctuality record • A good sense of humour, able to work under pressure and the ability to keep things in perspective 	<ul style="list-style-type: none"> • Ability to contribute to the academy specialism of entrepreneurship • Has the potential for further promotion 	<ul style="list-style-type: none"> • Application • Interview
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