

## Leadership: Lead Practitioner - Teaching

Full time

0.6 teaching weighting

Highly competitive salary (Leadership Scale)

Required from September 2019

- Do you want to play a key role in the founding of an exciting, new, and innovative school?
- Are you passionate about inclusion and removing barriers to learning as a SENCO & DSL?
- Do you believe all students have the potential to succeed given great teaching and the right school culture?
- Do you want to be part of an exciting new venture that aims to eradicate the premise that economic disadvantage is an excuse for poor attainment?

As a brand new school, One Degree Academy has been given a rare opportunity to raise standards of education in North London. Our Primary school opened in September 2016; we now have Reception, Year 1 and Year 2. We move to our brand new building and state of the art facilities in 2 years' time - come and help us grow!

**We are seeking to appoint an outstanding teacher to lead teaching and learning at One Degree Academy.** You'll be a great teacher who believes all children can achieve. You will be passionate about removing barriers to learning. This is an exciting and rare opportunity to help shape One Degree Academy from its beginnings, and to be part of something profound and special.

We know that success and habits of excellence are achieved through perseverance and incremental improvement - 'one degree' at a time. This idea is at the heart of our school. Our aspirations are simple and ambitious: every One Degree student will develop the knowledge, attributes, and aspirations to succeed at university, enjoy a productive career, and lead a great life.

Every child will leave One Degree ready for a life of choice and opportunity. To achieve this, we are focused on 3 things:

- Outstanding teaching and learning of a knowledge-based curriculum
- Developing character attributes and habits in a caring and disciplined environment
- Building cultural capital and raising aspirations through partnerships with world-leading businesses and universities

We are particularly interested in a candidate's commitment to continual and incremental improvement - and in an unfaltering belief in the potential of every child - than in extensive experience. Whether you are an experienced teacher or are recently qualified, you will play a key part in the school's development.

As with our students, we want to grow and develop our teachers, 'step by step': all teachers receive weekly instructional coaching and extended development time.

Our curriculum is based on cutting-edge insights from cognitive science and educational research and we look at the best practice from across the globe to influence our thinking. All staff at One Degree will visit excellent schools regularly and will have the opportunity to take part in high-quality CPD tailored to their needs.



### Successful candidates will have an opportunity to:

- Play a key role in the founding of our new all-through school;
- Take on a breadth of leadership roles and responsibilities as we grow;
- Join an organisation and team utterly committed to teacher development and growing great teachers and leaders - step by step; and
- Receive weekly instructional coaching and feedback, enabling rounded development as a leader and teacher

### Successful candidates will:

- Have an unfaltering believe in the ability of all children to achieve through great teaching and a culture of high expectations;
- Welcome positive feedback and be committed to the idea of continuous improvement and self-development; and
- Have the skills and dedication to have a positive impact on the lives of our students and on the school community

If being actively involved in the development of a new, all-through school appeals to you, and if you share our passion for raising the standards of education then we would love to hear from you.

## Interested?

If you would like to apply for the post then an application pack can be downloaded directly from our [website](#).

Completed applications should be e-mailed to: [mynextjob@onedegreeacademy.org](mailto:mynextjob@onedegreeacademy.org)

Closing date for the receipt of completed applications is Monday 4<sup>th</sup> Feb at 12:00pm  
Interviews will be held during the week commencing 4<sup>th</sup> Feb

**Early Applications encouraged** - We will process all applications on a rolling basis.

We love welcoming visitors to One Degree Academy. If you would like to arrange a visit to the Academy or should you wish to obtain further information regarding the Academy or the advertised post, please e-mail the Principal, Aidan Sadgrove at [asadgrove@onedegreeacademy.org](mailto:asadgrove@onedegreeacademy.org)

## Recruitment Process

### Encouraging Diversity

*ODA is committed to eliminating discrimination and encouraging diversity amongst our employees. We consider ourselves incredibly fortunate to be opening a school in London, one of the most diverse cities in the world. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best.*

*To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation (the “protected characteristics” under the Equality Act 2010). We oppose all forms of unlawful and unfair discrimination.*

Appointment is subject to suitable references.

### Safer Recruitment

*ODA is committed to safeguarding and promoting the welfare of children and young people in our schools. In order to meet this responsibility we follow a rigorous selection process to discourage and screen out unsuitable applicants.*

*ODA requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any convictions, cautions, reprimands or final warnings that are not “protected” as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). Non-disclosure may lead to an application being rejected or, if the failure is discovered after employment has started, may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred.*



## One Degree Academy Job Description

**Post: Lead Practitioner - Teaching**

**Responsible to: Principal**

**Salary: Highly competitive / ODA LPS**

### **Main purpose of the post:**

To provide strong leadership for the exceptional provision and outcomes at One Degree Academy

To uphold One Degree Academy's **STRIVE** values:

**S - Scholarship:** Post holder will have a commitment to the idea that all young people, regardless of starting point, need or complexity can make outstanding progress, achieve 4 good A-levels, and gain a place at a Russell Group University.

**T - Teamwork:** Post holder will be committed to working with others to overcome difficulties. They will embody the idea that when one of us succeeds, we all do.

**R - Responsibility:** Post holder will be committed to instilling a sense of social responsibility in students and staff: we 'give back' to our immediate, local, national and global communities.

**I - Integrity:** Post holder will be committed to openness and honesty with the One Degree community in all aspects of their work and will encourage the same in others. They will be passionate about instilling these values in our students and staff.

**V - Value:** Post holder will work hard to promote the idea that our actions should add value to the world. They will work tirelessly to help students add their voices to the conversation of humankind. Post holder will see all students as valuable, regardless of complexity, need or starting point.

**E - Effort:** Post holder will be determined, hardworking and relentless in achieving the vision and instilling the values in our school. They will promote the idea that achievement comes step by step.

### **Specific duties:**

#### **Strategic direction and development of the school**

- To develop the overall direction of the academy
- To keep up to date with current issues in teaching and learning and in school improvement, and to share this with staff.
- To work in partnership with the Principal and other members of the leadership team in the cycle of planning, implementation, review and evaluation of the Academy Development Plan.

- To monitor and evaluate the impact of the policies, practices, targets and priorities in the academy, identifying developments needed and working with the Principal and leadership team to achieve them.
- To contribute to the setting of highly ambitious targets for pupils and staff, and to be accountable in their delivery.

### Teaching, Learning and Assessment

- To be an outstanding role model for all staff in all aspects of classroom practice and to lead by example to raise standards of teaching and learning.
- To teach pupils across Primary as needed
- To play a major role in the development of high quality teaching, learning and assessment, in particular through coaching and training.
- To lead the team in the creation and delivery of a rigorous curriculum.
- To help to ensure that all the students are able to learn and make exceptional progress.
- To ensure that assessment and moderation processes lead to excellent learning for students, and meet all statutory and other requirements.
- To seek ways of sharing good practice and to ensure dialogue about teaching and learning amongst academy staff.
- To ensure curricular policy development is focussed on continuous improvement.
- To rigorously monitor the impact of improvement strategies and refine as appropriate.

### Leadership and Management

- To share in and support the leadership of the academy and to bring out the potential for leadership in others.
- To challenge and support others in developing professionally, both formally and informally.
- To act as a coach and/or line manager to staff where appropriate and to organise induction.
- To help lead the academy through external accreditations where appropriate.
- To ensure own continuing professional development including attending training opportunities.
- To organise the day to day running of classes including the efficient management of academy resources.
- To organise and lead INSET and workshops for teachers or parents/guardians as appropriate.
- To work within the Senior Leadership Team to present an accurate and coherent account of the academy's performance to a range of audiences, enabling them to play their part effectively.
- To be able to stimulate students and colleagues through a positive, active and supportive attitude.
- To organise opportunities for pupils, and to lead assemblies where appropriate.

### Pastoral Care

- To help promote and safeguard the welfare of all students.
- To promote self-discipline, high standards of behaviour and positive attitudes on the part of all students and to implement policies and procedures to foster them.
- To ensure that a high standard of care and good order for all students is maintained through the development and implementation of behaviour systems.

### Communication and Community Links

- To fully support the life and work of the academy.
- To develop and maintain positive and effective professional relationships with colleagues, parents, the local community and Governors.
- To provide information to the Governing Body to enable it to meet its responsibilities.
- To ensure that parents and pupils are well informed about the curriculum, attainment and progress and are able to understand and contribute to targets for improvement.

### Other

- Undertake and when required, deliver or be part of the appraisal system and relevant training and professional development.
- Undertake other various responsibilities as directed by the Principal.
- Plan and lead after school clubs on a regular basis.

### Culture

- Support the academy's values and ethos by contributing to the development and implementation of policies practices and procedures.
- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships.
- Help develop an academy culture and ethos that is utterly committed to achievement.
- To be active in issues of student welfare and support.
- Support and work in collaboration with colleagues and other professional in and beyond the academy, covering lessons and providing other support as required.

This document is considered to provide an outline of the areas that this role involves. This document does not preclude the post holder developing systems and structures not specifically mentioned but related to his/her broad areas of responsibility. The roles outlined above are indicative and do not preclude anything else which may be reasonably requested commensurate with the post held and duties undertaken.

## Person Specification

Requirements	Essential (E) or Desirable (D)
<b>Education</b>	
Good Honours Degree	E
Qualified to teach and work in the UK	E
<b>Experience / Skills</b>	
Proven track record of outstanding leadership	D
Proven Track record of outstanding teaching and learning	E
Experience of working with students with SEN	E
Experience of leading and evaluating a successful whole school initiative	E
Experience of raising that attainment of all pupils in a diverse and challenging classroom environments	E
Experience of using a range of strategies to build positive and nurturing relationships with pupils	E
Evidence of improving standards of teaching and learning through curriculum development and work outside of the classroom	D
Experience of delivering an effective phonics program	D
Experience of seeing tasks, plans and ideas through to completions	D
Experience of problem solving	E
Experience of communicating effectively in a wide variety of forms to a range of audiences	D
Experience of managing change	D
Experience in coaching for improvement	D
Ability to inspire and lead others	D
Understanding of school systems or the ability to learn these quickly	E
<b>Behaviours and Attitudes</b>	
Genuine motivation to continually improve standards of teaching in the quest for outstanding student outcomes	E

Alignment with One Degree's vision and values and a strong commitment to delivering it	E
Passion for Early years and KS1 education	E
Genuine belief in the potential of every student's ability to progress to a Russell group university should they chose to	E
High expectations of students, self and others	E
Ability to use data and evidence to analyse outcomes, identify issues, draw conclusions, inform actions and reinforce success	E
Well-developed ICT skills	E
Strong interpersonal, written and oral communication skills	E
Takes personal responsibility for their own actions	E
Work collaboratively with colleagues to improve practice and outcomes for students	E
Ability to lead, enthuse and inspire others, bringing the best out of team members	E
Ability to think strategically but with an eye for detail	
Commitment to the safeguarding and welfare of all pupils	E
Highly professional approach to work	E
A passionate desire to make a difference and to close the achievement gap	E
The ability to thrive in a 'no excuses' culture	
Drive to make things happen	E
Recognition that it is the role of leadership to provide active support and challenge to colleagues in the best interests of students	E
A good sense of humour, energy and enthusiasm	E
Evidence of commitment to equality and diversity	E
An entrepreneurial style and desire to work in a dynamic work environment	D