**TEACHER OF MATHS AND DIRECTOR OF SIXTH FORM**

**Recruitment and Retention available to the right person.**

**Possibility of flexible hours.**

**Required ASAP**

We are seeking to recruit an excellent Teacher of Maths to join our team. The successful candidate must be talented and committed, with the character, skills and drive necessary to inspire our students and ability to deliver engaging lessons of the highest quality.

**Our vision is to provide quality academic and 'Character Education' which develops confident young people who are successful learners and contribute to society.**

Aylesford School is on a journey of improvement and needs talented and dedicated teachers who are committed to supporting a community of students who deserve better.  If you want to work in an energetic team that is committed to the challenge, then this is the school for you.  The students are great and need teachers who can give them the confidence they need to be successful. Aylesford School is currently in the process of joining a newly formed academy trust with Wrotham School.

**The Maths department are a great team doing a brilliant job. They now need one further teacher to complete the team.**

The position is suitable for either an experienced or newly qualified teacher within this supportive department.

**At Aylesford School what you think and what you do matters. Our most valuable resource is our staff and we invest heavily in your development.**

**Additional Responsibilities: Director of Sixth Form (TLR payment)**

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| **Name** |  |
| **Responsible to:** | Deputy Headteacher |
| **Responsible for:** | The promotion of the 6th form and 6th form recruitment  The progress and attainment of all post 16 students  The attendance of all post 16 students  The provision of high quality Programmes of Study for post 16 students  Year 12/13 enrichment and careers/ futures guidance.  Line management and leadership of the post 16 team.  Successful Implementation of the IBCP |
| **Job purpose:** | To be strategic, highly professional and supportive to the leadership team, playing an important role in the continued development of the school on its journey to become outstanding. To have responsibility for the strategic direction and leadership of the provision and outcomes for students in years 12 and 13, and the development of leaders in post 16 team. Furthermore, to apply a strategic approach to closing gaps that exist in the progress and attendance of different pupil groups in years 12 and 13. |

**Professional responsibilities:**

The post holder will be required to exercise his/her professional skills and judgement to carry out the professional duties set out below:

**Strategic Direction and Development**

* Lead specific areas of improvement and development (specifically developing post 16 provision so that all courses deliver outcomes for students which equate to positive L3VA) and make a significant contribution to the strategic development of all aspects of the school, whether or not holding a direct responsibility for the strategic area. (Strategic responsibilities will be reviewed regularly according to the strengths of Leadership team members and in support of professional development needs)
* Lead the successful implementation of the IBCP
* To ensure personal and school wide consistency in all work.
* Support the development and maintenance of school policies and practices that promote high achievement and inclusion through effective teaching and learning
* Play a key role in creating a positive culture and ethos within which the students and staff develop and maintain positive attitudes towards each other, the environment, the community and teaching and learning.
* Provide a regular and wide range of opportunities for students to work in teams, develop independence and resilience and grow in confidence, to become effective learners and in preparation for adult life
* Use national, local and school data effectively to monitor, evaluate and analyse student progress; planning and implementing effective strategies to develop teaching methodologies and practice that ensure all post 16 courses deliver positive level 3 value added.
* Contribute to self-evaluation and the School Development Plan.
* Liaise effectively with all stakeholders including parents, governors, feeder schools, secondary schools and colleges, business and community partners, and the wider community as appropriate, all in line with school strategic objectives.
* Be involved in liaising with other schools, including innovative and high achieving schools, and other relevant networks, in order to support effective improvement and transformation.

**Direct Responsibilities:**

**Lead on the school strategy to continue to improve outcomes for post 16 students:**

* have the highest expectations of staff and students in relation to target setting and aspirations for students’ progress
* to provide strategic leadership to ensure that the school is consistently delivering progress outcomes for students that are above national figures and improving over time and that assessment is used systematically and effectively to raise expectations and help students make progress..
* be up to date with changes to curriculum and performance measure, as well as with best practice to maximise student outcomes in terms of performance measures, including the use of PIxl strategies where appropriate.
* initiate, develop, implement strategies that secure innovation and sharing of best practice
* initiate, lead and implement the school’s strategy to move the quality of outcomes for students to ‘good’
* ensure personal and school wide consistency in all work.
* develop, implement, monitor, evaluate and review the school policy and procedure for improving outcomes at post 16 and to ensure that outcomes feed directly into the School Development Plan and teacher appraisal arrangements
* use outcomes from monitoring and evaluation to develop the school Professional Development programme
* develop partnerships with other schools and academies to identify best practice in relation to student outcomes, using it to further develop provision in the school

**Lead on the implementation of the IBCP:**

* lead the post 16 team and fulfil the role of the IBCP co-ordinator to ensure the effective implementation of the IBCP
* monitor and review the IBCP implementation plan regularly and take action where deadlines and/or outcomes are not what they should be
* work with Leadership Team and middle leaders to ensure that the curriculum model for the IBCP best meets the needs of our students and the priorities of our school, within the constraints presented by staffing and budgets
* lead on staff development related to the IBCP
* ensure personal and school wide consistency in all work.

**Strategic Planning:**

* To make a significant contribution to the production and update of the School Improvement Plan, Raising Attainment Plan and SEF. Monitor progress of the plans and provide regular updates to the Headteacher and governors as required.

**Other Duties:**

* To undertake such other duties, training and/or hours of work as may well be reasonably required.
* To carry out a share of supervisory duties in accordance with published directed time.
* To participate in staff appraisal arrangements.
* To adhere to published school policies and procedures.
* Attend regular meetings with your line manager and present to SLT once a term.
* To attend governor meetings as requested.

**Teaching**

To accept responsibility for a teaching commitment leading by example in all matters relating to the teaching commitment.

**Opportunity**

* To gain experience as a senior leader as an associate member in matters relating to 6th Form

**Success Criteria**

* Year on year increase in attendance figures for post 16
* L3VA of greater than zero for all Level 3 courses
* Increase in post 16 student numbers
* IBCP qualification to grow and students to have strong outcomes.
* Maintain and improve retention rates
* Ensure English and Maths re-take outcomes are in line with National and students show improvement.

**In addition to the above the post holder must be committed to safeguarding and promoting the welfare of children and young people.**

**Any other reasonable duties which may be required by the Headteacher and Executive Headteacher**

Signed:………………………………………………………… Executive Headteacher

Dated …………………………………………………………..

Signed …………………………………………………………

Dated …………………………………………………………