



**Aspirations Academies Trust**

in association with AUI and QISA

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**Magna Academy Poole**

an Aspirations Academy

# Lead Practitioner - English

**Highly competitive salary: L6-10 (salary negotiable)**

**with opportunity to become a Specialist Leader of Education  
(with further salary enhancement)**

## Applicant Information Pack



National Teaching School  
designated by



National College for  
Teaching & Leadership

National Support School  
designated by



National College for  
Teaching & Leadership

*'To be able to dream about the future, while being inspired in the present to reach those dreams' Dr Russell Quaglia*



## Welcome to Magna Academy

Thank you for considering Magna Academy Poole for your next appointment. We seek an excellent Lead Practitioner of English, who will help lead the English department into its next stage of development **(September 2018 start)**. **This position has arisen due to the continued growth of the Academy (we are rapidly expanding and will reach 1200 students by 2019) and designation as a NCTL National Teaching School and National Support School.**

**This is an excellent opportunity for an ambitious practitioner, who wants to make a real impact on further driving up attainment and progress in English. You will also have the opportunity to support other English departments as part of our Teaching School and Support School work.**

Our Academy is a vibrant and exciting place to work and was graded as outstanding in all areas by OFSTED in June 2015. In 2016, Magna achieved a Progress 8 score of 0.52, **placing us well within the top 5% highest performing schools nationally.** We have a desire to be in the top 1%.

*'This is an outstanding school. Teachers have high expectations of their students, who respond by producing excellent work.'* (OFSTED, June 2015)

*'Students make exceptional progress.'* (OFSTED, June 2015)

*'The behaviour of students is outstanding. They are exceptionally keen to learn, and show real enthusiasm in lessons.'* (OFSTED, June 2015)

**Magna Academy is different.** Our teaching approaches have been **influenced by charter schools in US inner cities and innovations from cognitive science.** There are no unwieldy, impossible marking policies, no graded lesson observations and our students' behaviour is impeccable, supported by same-day centralised detentions. We also teach **a rigorous academic curriculum consisting of the best that has been thought and said.**

Central to the philosophy of our Trust is the innovative Aspirations Framework, which outlines the belief that for all students to have high Aspirations, three Guiding Principles must be present: Self-Worth, Engagement, and Purpose.

**If you are able to visit, you will see a scholarly culture with impeccable behaviour, highly engaged students and silent corridors.** At the same time, we are very outward-facing and humble. We know we haven't yet got everything right, and are driven to continuously improve and aspire to become one of the best schools in the country.

*'To be able to dream about the future, while being inspired in the present to reach those dreams'* Dr Russell G. Quaglia



## The English Department

**The English department is an outstanding, high performing and dynamic team** currently consisting of 8 teachers and 2 1:1/small group English tutors. The department consists of an established, highly skilled and experienced team, including two Assistant Principals, a Subject Co-ordinator, a Deputy Subject Co-ordinator and another TLR holder. Two members of the team are also Aspirant Lead Practitioners and one member is a Lead Practitioner.

Six of the team are trained AQA GCSE English Language and Literature examiners.

**The English department achieve outstanding results. In 2016, 85% of students achieved A\*-C in GCSE English Language. The department was ranked in the top 1% of highest performing English departments in England for progress in 2016.**

**We believe in teaching to the top and scaffolding downwards for all students.**

**They are housed in a state of the art English area** with a mix of classrooms, applied learning spaces, 1:1/small group English tutor rooms and the capacity to adapt to different learning strategies. All rooms are equipped with SMART boards.

**Students follow a five year GCSE plan in Language and Literature from Year 7-11. There is a highly challenging curriculum in place from Year 7, together with an intensive focus on literacy and reading. The exam board for GCSE is AQA.**

**In Year 7 and 8, our students follow the IBES 13+ syllabus and sit the 13+ exam.** We have recently introduced this and have done so to help provide the rigour and challenge needed at KS3, so our students are fully prepared for the demands of the new GCSE Literature and Language course. We also wish to benchmark our curriculum against the leading independent schools in England.

**We offer A Level English Literature in Year 12 and 13.**

**Yr 7-11 have dedicated 'DEAR' reading time every day, where a Penguin Classic story is read. Year 7 and 8 students also complete 30 minutes independent reading per night as part of their homework.**

**Our reading and literacy strategies are informed by Lemov's 'Reading Reconsidered.'**

The role is important to the continuing progress of the Academy. Further experiences and skill development will be provided to support your career development and promotion opportunities.

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## What we offer:

We have very high expectations of our staff, but we value them highly, and treat work load very seriously. Our systems ensure you can really focus on your core purpose – teaching, in a sustainable way, unhindered by bureaucracy or poor behaviour.

- Great students who behave impeccably – you can make a massive difference to them
- Tight, robust, no-excuses behaviour systems
- Highly visible and supportive senior leaders, who have your back
- Same day centralised detentions, including homework detentions (you do not need to organise, run or chase them at all), helping to underpin impeccable behaviour, so you are free to teach
- A feedback policy focused on whole class feedback – you do not need to mark exercise books – we do not have onerous and impossible marking policies
- A centralised homework system at KS3 – you do not need to check or mark KS3 homework
- No formal graded lesson observations – just ongoing ‘no-stakes’ feedback, helping you to continuously develop – we believe that trusting our staff with autonomy helps to develop a strong staff culture
- Collaborative planning with centralised, shared units of work and resources
- CPD starts as soon as you are appointed
- Excellent ongoing CPD, career development and promotion opportunities
- A professional progression model to enable great teachers to map a career path within the Trust
- State of the art facilities, and a very pleasant location in beautiful Dorset

## What we are looking for:

The successful candidate will be:

- an excellent teacher of English, who will play an important role in helping to move English into its next stage of development.
- someone with proven experience, with a track record of very strong GCSE exam results
- someone who does whatever it takes to ensure the life chances of all our students are maximised. They will blend extreme personal humility with intense professional will.
- totally aligned to our values and mission ([please refer to the Academy Vision document on the TES website](#)). If you are the type of person who fits with our culture, you will love working here.

*To be able to look back on your life, while being inspired in the present to reach those dreams” Dr Russell G. Quaglia*





As a rapidly growing academy, that will be at full capacity in 2019, **and as a newly designated NCTL National Teaching School and National Support School**, you would be joining us at a very exciting time and become part of a vibrant learning community that will offer you fantastic opportunities for CPD, career development, future promotions and for you to be able to make your mark.

There is the opportunity to be part of the curriculum planning team 2018/19 for the new all-through age 4-18 Bournemouth Livingstone Academy opening in September 2019.

We actively welcome visits and would be delighted to show you around our Academy in order to fully appreciate our excellent learning environment.

### Next steps:

Magna Academy Poole offers an excellent opportunity for an ambitious, talented individual looking to develop their career. We would be delighted to show you around our Academy in order to fully appreciate our excellent learning environment. **We strongly advise a visit as this Academy is unlikely to be like anything you have ever seen. Please contact [zchallis@aatmagna.org](mailto:zchallis@aatmagna.org) or 01202 604222 to arrange a visit or an informal, confidential discussion about the role.**

Learn more about Magna Academy at: [www.aatmagna.org](http://www.aatmagna.org)

*Magna Academy is committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to an enhanced DBS check before taking up the post.*

### How to Apply:

To apply, please click on the “quick apply” button to submit an online application.

**Closing date for applications: 9am Friday 18<sup>th</sup> May.**

Yours faithfully,

Richard Tutt  
Principal