

# St Cuthbert Mayne

Joint Catholic and Church of England School

Lead Practitioner – Modern Foreign Languages & Differentiation



Information for Applicants

## **Lead Practitioner – Differentiation**

Thank you for your interest in the advertised post of Lead Practitioner – Modern Foreign Languages & Differentiation, within the Senior Leadership Team at St Cuthbert Mayne School. This is a permanent, full time contract. Please find enclosed your Application Form and Information Pack issued by the Governors.

### **The School**

St Cuthbert Mayne is a successful school serving the Christian community over a wide area of South Devon. The current number of students on roll is 910 including 138 students in the Sixth Form. We are a Joint Catholic and Church of England School with approximately half of our students being Catholic, and the remainder either Church of England or another Christian denomination. However a considerable number of students do not practise their faith outside school.

The teaching accommodation is of mixed age but well-resourced and maintained.

The latest Ofsted Inspection in November 2016 graded the School to be good, in every category. The statutory inspection of Anglican/Catholic Schools also conducted in November, graded the School to be good in all areas. Both reports can be found on the website [www.st-cuthbertmayne.co.uk](http://www.st-cuthbertmayne.co.uk).

### **Teaching and Learning – Differentiation**

At St Cuthbert Mayne School, part of our overall vision is to ‘become a centre of excellence for teaching and learning’ and have excellent outcomes for all pupils. Currently, we have a dedicated staff body who are committed to working towards this goal. However, we have some groups of pupils who are underachieving. We have identified some targeted groups of pupils that require extra support to succeed and know that in order to do this; we need an outstanding teacher who can lead in this area. The key to making an impact is working with other staff to ensure that their teaching and learning strategies are adapted to meet the needs of these targeted groups of pupils. Therefore, differentiation is at the heart of making a difference in this area. At present the key groups of pupils that we are focusing on are those defined as SEN – Support and Most Able. Currently, approximately 16% of pupils at St Cuthbert Mayne School are defined as SEN – Support. The aim of the Lead Practitioner will be to make an impact in this area to begin with, before moving onto other targeted groups as they emerge as underachieving. We are also looking for a modern foreign languages specialist, who can be proactive in raising outcomes for pupils in this area as well.

### **Modern Foreign Languages**

Modern Foreign Languages currently consists of 1.5 teachers and is going to be led by a Head of Faculty (a non-MFL specialist). French is offered at Key Stages 3 & 4 and Spanish is offered at Key Stage 4. As a relatively small subject presently, there is clear room for growth and to increase popularity for the subject at both GCSE and A Level in the future. From September 2018, French will be offered to Years 7 and 8 only, with Key Stage 4/GCSE starting in Year 9. The department is well resourced for the new GCSE specifications with textbooks and an online subscription to Kerboodle. Extra curricular trips have occurred in the past, such as overnight stays in Roscoff. Now is an exciting time to consider helping to build the Modern Foreign Languages Teaching and Learning at St Cuthbert Mayne School. Decisions are ready to be taken on which languages are offered at GCSE and in Key Stage 3 in the future.

### **The Senior Leadership Team**

The Senior Leadership Team at St Cuthbert Mayne consists of:

- Headteacher
- Deputy Headteacher
- 3 Assistant Headteachers
- Director of Key Stages 3 & 4

- 2 Associate Senior Leaders (18 month secondment)
- Senior Lead Practitioner
- Lead Practitioner – Science
- Lead Practitioner – Modern Foreign Languages & Differentiation (vacancy)
- Business Manager

### **Lead Practitioner – Modern Foreign Languages & Differentiation**

Start date: September 2018

May I remind you of the following dates:

Closing Date for Applications	<b>26 March 2018, 10am</b>
Proposed Interview dates	<b>w/b 16 April 2018</b>

We look forward to receiving your application for this important appointment.

### **APPLICATION PROCESS**

You are asked to complete and include the following:

1. Application Form
2. Letter of Application

### **Please do not send your CV.**

Completed applications should be returned to Mrs Webb, Headteacher's P.A/Personnel c/o the school by **26 March 2018, 10am.** [jwebb@stcm.torbay.sch.uk](mailto:jwebb@stcm.torbay.sch.uk)

Electronic/e-mailed applications will be accepted. However, should you be invited to interview please be aware that you will be asked to confirm the details on your application by hand signing it.

*We are committed to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. A DBS disclosure is required for this post.*

## MISSION STATEMENT

### **“Christ is our Cornerstone”**

To be a learning Community, rooted in the teaching of Christ. To reflect and share the love of God in our Service and Worship.

### **“Learning is our focus”**

Our educational vision is to provide an inspirational Christian education which engages, challenges and nurtures our students so that they may live life to the full, now and in the future.

#### **Core Values:**

To have integrity and be courageous, compassionate and creative.

These core values underpin how we work as a School Community and the values we look to develop in all members of the Community.

**Courageous:** Being confident, to embrace challenge.

**Compassionate:** Reflect the love of God. A care for others, to be peace makers who understand the importance of forgiveness and reconciliation.

**Creative:** To be inventive, resourceful and visionary.

#### **Supporting Statement:**

We believe that the essential nature of a Joint Church School is one of a Christian community. We believe that Christ is our cornerstone and this is at the heart of what we do. It is within this conviction that we hold the responsibility to develop in each individual an awareness of the principal teachings of the Christian faith.

Within our Christian family we strive to achieve the highest standards by creating a school that enables us to:

- Recognise worship as the centre of our life as a church school
- Nurture Gospel values of faith, hope, love, forgiveness, justice and peace
- Appreciate and respect each individual as a person
- Support reconciliation between our two churches and between each other
- Educate the whole person in terms of the spiritual, academic, social, cultural and physical
- Identify and develop each person’s potential and personal qualities
- Celebrate the gifts of every individual
- Serve the school community by participation, support and contribution to the common good
- Nurture the relationship between home, school and the church community
- Encourage respect and responsibility for both the immediate and the wider world



## **Job Description**

### **Lead Practitioner – Modern Foreign Languages & Differentiation**

#### **Job Purpose:**

The purpose of the job is to ensure high quality teaching, learning and assessment in the school and modern foreign languages department, which meets the needs of targeted groups of pupils and raises their progress and outcomes.

#### **Responsible To:**

The Governors, Headteacher, Assistant Headteacher – Teaching and Learning and Senior Lead Practitioner.

#### **Responsible For:**

Securing excellent progress for targeted groups of pupils, initially focusing on those identified as SEN – Support and Most Able. To support colleagues across the school in adapting their teaching, in order to remove barriers to learning for underachieving pupil groups.

#### **Salary:**

Leadership Scale – L6-10

#### **Areas of Accountability:**

1. Professional responsibilities as described in the Teacher Standards and the current School Teachers' Pay and Conditions document.
2. Responsibility for providing leadership which brings about high standards of teaching, learning, assessment and outcomes, for targeted groups of pupils.

#### **Specific Responsibilities:**

- Take the initiative to implement and see through strategies to remove barriers to learning for underachieving pupil groups – with an initial focus on SEN Support pupils and Most Able.
- To monitor the quality pupil learning through observation of teaching and work scrutiny in collaboration with the Senior Leadership Team.
- Use data to understand the performance of targeted groups of pupils.
- To lead training, including coaching, for staff as appropriate.
- To work as part of the Lead Practitioner Team, collaborating with these individuals.
- To provide a positive, supportive role model for staff.
- To participate in the selection and induction of staff as appropriate.
- To assist in the induction of NQTs, Teach First participants, PGCE students and teachers new to the profession, including the provision of CPD.
- To teach modern foreign languages and take the lead in this area initially.
- To utilise the School's monitoring and review procedures to ensure individuals perform in line with our commitment to securing St Cuthbert Mayne as a 'centre of excellence for teaching and learning'.
- To support the SENCO in the leadership of the Learning Support department.
- Contribute to the development of the SEN Register for pupils identified as SEN – Support, providing teaching and differentiation strategies for staff.
- To be deployed, as directed by the Senior Leadership Team, to support the development of other members of staff across the school, in their teaching and learning, particularly for differentiation.

- Liaise with Behaviour Team, including Year and Deputy Co-ordinators (YCO/DYCO) to ensure provision is in place for targeted pupils with SEN – Support needs and/or behaviour issues. E.g. At Student Welfare Team Meetings.
- Work with parents to ensure SEN – Support pupils and Most Able receive the appropriate support and challenge for their children.
- To contribute and lead elements of the School's TeachMeet CPD programme, as directed by the Senior Lead Practitioner and Assistant Headteacher – Teaching and Learning.
- Advise Heads of Department on appropriate pupil groupings when devising teaching groups.

#### Design and Development

- To assist in the continual development of schemes of learning which promote the development of high quality teaching and learning.
- To develop high-quality materials for teaching which offer exemplar material to other teachers within the department, including ICT materials.
- To organise and run joint planning sessions for teaching staff which promotes high quality teaching and learning through the sharing of best practice.

#### Professional Standards

- To participate in the School's CPD programme and Performance Management process.
- To take responsibility for keeping up to date with subject knowledge and to maintain personal professional development.
- To ensure that all deadlines are met as published.
- To support the vision, ethos and values of the School.

#### Safeguarding Children

- St Cuthbert Mayne School staff members are all committed to safeguarding and promoting the welfare of children and young people. We expect all staff members to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

#### Additional Duties:

- Other such duties as may from time to time be reasonably required by the Headteacher.
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

**Roles and job descriptions are subject to an annual review.**

Signed:.....Headteacher

Print: .....

Date:.....

I agree to the terms and conditions outlined above

Signed:.....

Print:.....

Date:.....





## Person Specification

# ST CUTHBERT MAYNE SCHOOL

## Lead Practitioner – Modern Foreign Languages & Differentiation

<b>Essential Training &amp; Qualifications:</b>	<b>Desirable Training &amp; Qualifications:</b>
<ol style="list-style-type: none"><li>1. Qualified Teacher Status</li><li>2. First Degree</li></ol>	<ol style="list-style-type: none"><li>1. NPQML/SL or other relevant leadership development/CPD</li><li>2. Further professional study</li></ol>
<b>Essential Knowledge &amp; Understanding:</b>	<b>Desirable Knowledge &amp; Understanding:</b>
<ol style="list-style-type: none"><li>1. Outstanding classroom practitioner</li><li>2. Good IT skills</li><li>3. Excellent subject knowledge</li></ol>	<ol style="list-style-type: none"><li>1. Good understanding of progress data and its use</li><li>2. Good understanding of Special Educational Needs</li></ol>
<b>Essential Experience Teaching:</b>	<b>Desirable Experience Teaching:</b>
<ol style="list-style-type: none"><li>1. Experience of Teaching Key Stage 3</li><li>2. Experience of Teaching Key Stage 4</li><li>3. Experience of Teaching Key Stage 5</li></ol>	<ol style="list-style-type: none"><li>1. Experience in a comprehensive school</li><li>2. Experience of teaching in a church school</li></ol>
<b>Essential Experience Leadership and Management:</b>	<b>Desirable Experience Leadership and Management:</b>
<ol style="list-style-type: none"><li>1. Successful track record through experience of a responsibility post within a department</li><li>2. Working with colleagues to improve the quality of their teaching and learning</li></ol>	<ol style="list-style-type: none"><li>1. Leadership of training initiatives in schools</li><li>2. Led an aspect of whole school development</li><li>3. Experience of collaborative work with other leaders</li><li>4. SEN related qualifications/experience</li></ol>



**ST CUTHBERT MAYNE SCHOOL**  
**Lead Practitioner – Modern Foreign Languages & Differentiation**

Essential Skills, Effectiveness & Qualities:	Desirable Skills, Effectiveness & Qualities:
<ol style="list-style-type: none"> <li>1. Excellent written and oral communication skills</li> <li>2. Well-developed inert personal skills</li> <li>3. Empathy with others, especially young people</li> <li>4. Stamina and resilience</li> <li>5. Sense of humour</li> <li>6. Strong commitment to team working and partnership</li> <li>7. Initiative and drive</li> <li>8. Good attendance and punctuality record</li> <li>9. Good organisation skills</li> </ol>	

Essential Faith Commitment:	Desirable Faith Commitment:
<ol style="list-style-type: none"> <li>1. Ability to support the Christian ethos of the school</li> </ol>	<ol style="list-style-type: none"> <li>1. Worshipping Christian</li> <li>2. understanding of the distinctive nature of a Joint Anglican and Roman Catholic school</li> </ol>

<p><u>Essential – Other requirements of the job role</u></p> <ul style="list-style-type: none"> <li>• Demonstrates a commitment to safeguard and promote the welfare of children and young people</li> <li>• Ability to carry out the physical requirements of the role (i.e. manual handling)</li> </ul> <p>Ability to travel efficiently around Torbay/South West/UK in order to carry out duties and attend relevant training</p>
--