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**Vice Principal – Primary Lead**

**L16-22**

**Application Pack**



**Welcome** to Atlantic Academy

Thank you for considering Atlantic Academy, Portland for your next appointment. We seek an excellent Vice Principal with experience of leading primary stages.

All staff at Atlantic Academy share our drive to equip students with the qualifications, qualities and skills to reach their personal ambitions, working together creatively to overcome any hurdle which might otherwise disadvantage our children. We all have the highest aspirations for every student and provide exceptional education and pastoral care for each individual. We seek to appoint highly motivated, exceptional teachers and leaders. Successful candidates will have the ability to secure outstanding progress for every child.

We are the one chance of success for our students and we are persistent and resilient in overcoming obstacles which our students may face.

This role is critical to the continuing progress of the Academy. The post is part of the Senior Leadership Team and you would be joining a very strong team who are determined to drive further improvements at Atlantic.

We are looking for an outstanding Vice Principal, who **will academically and pastorally lead across the Academy, with a particular focus on the primary stage. This role provides an outstanding range of experiences and skill development that will help facilitate further promotion.** You will need the drive and desire to create a truly ‘all through’ experience for our students, working closely with the Vice Principal – Head of Secondary. The role will have the flexibility for you to work across all key stages within the Academy and lead on key aspects, for example (negotiable at interview) teaching and learning, assessment, CPD, assessment etc.

You will be a successful leader with a proven track record of school improvement. You will have significant experience of raising achievement, leading change and have excellent communication skills and the ability to motivate staff and students. Whole Academy responsibilities may change over time to help provide you with further experiences and skill development to support your career development and promotion opportunities.

As a team we also believe in aspiring to **‘Level 5’ leadership**, as outlined by Jim Collins in ‘Good to Great’, the key traits of which are outlined below:

**Level 5 Leadership**

* Paradoxical mix of personal humility and professional will
* They are ambitious first and foremost for the organisation, not themselves
* They set up their successors for even greater success whereas egocentric leaders often set up their successors for failure
* They display a compelling modesty, are self-effacing and understated as opposed to comparison company leaders being egocentric which contributed to the demise or mediocrity of the company
* Fanatically driven, infected with an incurable need to produce sustained results – they are resolved to do whatever it takes to make the organisation great, no matter how big or hard the decisions
* Display a workmanlike diligence – more plough horse than show horse
* They look out the window to attribute success to factors other than themselves – when things go poorly they blame themselves taking full responsibility
* One of the most damaging trends in recent history is the tendency to select dazzling, celebrity leaders and to deselect L5 leaders
* This is an overwhelming empirical finding not an ideological one

You would be joining us at such an exciting time and become part of a vibrant learning community that will offer you fantastic opportunities for your career development and for you to be able to make your mark.

Yours faithfully



Jonathan Heap

Principal

**If you would like to take your career to a very different level then please apply to:**

Clare Butler, email: cbutler@atlantic-aspirations.org or through TES website

**Closing date for applications: Monday 20th November 2017**

For more information please visit: [www.aspirationsacademies.org](http://www.aspirationsacademies.org) or www.aatmagna.org

**VISION AND CULTURE**

**We are passionate about excellence in education, giving students the very best start in life with a firm belief that excellent teaching transforms lives**. Our core belief is that for all students to have high aspirations they must believe in themselves, be actively engaged in their learning and see the connection between what they learn today and who they want to become tomorrow.

**We teach a highly challenging curriculum for all students.**

**We are unapologetically ambitious for every child, no matter what their background, prior attainment or needs.** Everything we do at Atlantic is driven by this, so that our students can leave Atlantic with the best set of qualifications possible and as well rounded young people, thereby helping to maximise their life chances and

**This vision is outlined in our Mission Statement:**

**‘Providing an authentic education for today’s world’**

We operate a **‘no excuses’ and ‘growth mindset’** philosophy believing that every child can achieve no matter what their starting point.

**Teaching and Learning**

Our Teaching and Learning strategy is also heavily influenced by **Doug Lemov and his ‘Teach Like A Champion’** book and we believe passionately in relentlessly implementing any strategy that will eliminate disadvantaged student attainment gaps.

**We believe in teaching to the top and scaffolding downwards for all students, with a highly challenging knowledge based academic curriculum.**

**No Excuses**

**We believe in Zero Tolerance. We do not make exceptions**. When we say we have high standards, we mean it. If you think it is mean to give a detention when a student does not have a pen, Atlantic isn’t the school for you.

**We will hold parents to account as well and insist that they support their children by supporting our rules.** This creates a very orderly school where children are safe. It requires staff who will ‘sweat the small stuff’.

**Work life balance, not burnout**

We know that teaching is the most rewarding, exhilarating but exhausting profession. **So we are guided by a philosophy of simplicity that aims for maximum impact on student learning with minimal overload on workload for staff. We reduce burnout by applying this effort-to-impact ratio to everything we do. We do not grade lessons/teachers with ‘high stakes’ lesson observations** – we believe in a growth mindset approach, where teachers continually improve over time through continuous coaching/feedback loops.