General background information

Walton High opened in 1999 with 120 Year 8 students. Since then the school has grown significantly and now has over 2,000 students on roll, including 300+ Post 16. The school has an excellent reputation and is consistently oversubscribed.

In November 2016, Walton High expanded onto a second campus that is two and half miles away from the Walnut Tree Campus at Brooklands. The Brooklands campus opened with 270 students across Years 7 – 9 and now has 636 students in Year 7 – 11 growing to 1,500 students, including 300 Post‑16, by 2022.

When both campuses are at capacity, Walton High will be the largest secondary school in the country.

A single system of governance, organisation, leadership and management operates across both campuses.

In 2011 the Governors of Walton High founded Milton Keynes Education Trust with the following aims:

**Milton Keynes Education Trust**

**Statement of Aims**

The educational aims and objectives of Milton Keynes Education Trust (MKET) are based on our commitment to securing social justice through high quality education that promotes inclusion and embraces diversity.

The Trust aims to **enhance** and **enrich** the lives of children and young people by **enabling** them to make the most of outstanding learning opportunities within and beyond the curriculum; instilling an appreciation that there are **no limits** to what they can achieve and developing the attributes needed to successfully shape and respond to the future.

A clear secular moral framework will promote honesty, integrity, tolerance and respect as well as an appreciation of individual and collective responsibility.

In this way we will bring out **the very best** in our children and young people.

We will realise our aims and secure sustainable school improvement through high quality transformational leadership, professional development and collaborative partnerships**.**

The schools that are currently part of Milton Keynes Education Trust are:

* New Chapter Primary School, Coffee Hall, Milton Keynes
* Heronsgate School, Walnut Tree, Milton Keynes
* Kents Hill Infant School, Milton Keynes

The creation of the multi-academy trust has enabled more cross phase working and the schools within the partnership have pooled resources to provide additional educational services to support children’s learning, e.g. Educational Psychologist, Education Welfare Officer and Speech and Language Therapist.

WALTON HIGH’S APPROACH TO LEARNING AND TEACHING

Walton High is committed to making personalised learning a reality. Our flexible and varied curriculum is an essential foundation for this, providing as it does personal learning pathways which are challenging, relevant and significant.

Personalised learning and teaching is a commitment to ensuring **all learners** reach or exceed expectation, fulfil early promise and develop latent potential. At the heart of personalisation is the expectation of participation, fulfilment and success. Personalised learning sets ambitious objectives, challenging personal targets, rapid intervention to keep students on trajectory and vigorous assessment to check and maintain progress.

Core components of personalised learning are:

**Assessment for Learning** - the process of seeking and interpreting evidence for use by learners and their teachers to decide where they are in their learning, where they need to go and how best to get there;

**Developing students’ capacity to learn** *-* by building the confidence and capacity of the learner and developing personal skills and strategies to enable self-management and self-direction;

**Teaching and Learning strategies that actively engage and challenge learners -** Walton High’s approach to lesson planning ensures all the key elements of outstanding learning are considered.

VICE PRINCIPAL

As a result of the growth of the school, Walton High is seeking an inspirational and motivational Vice Principal to join our senior leadership team.

Walton High is looking to appoint a person who wholeheartedly supports the school’s aims of enhancing and enriching the lives of all our young people.

Walton High works to enable its students to make the most of the outstanding learning opportunities within and beyond the curriculum and instils an appreciation that there are no limits to what they can achieve.

The successful candidate will be an excellent leader who is ready for a new challenge; they will also be keen to make a difference for all students in a truly comprehensive setting. They will be an engaging, visible leader and one who will win the respect of staff, students and parents. The person will be able to demonstrate strategic leadership and management skills and have the drive and ambition to take Walton High through its next stage of development. The person appointed will need be energetic, resilient and good-humoured.

Although whole school responsibilities mean that all members of the senior team work across both campuses, the successful candidate will be based at Walton High’s Walnut Tree campus.

**Job description:**

**The Vice Principal will work with the Executive Principal and Principal to:**

* Assist in the oversight and management of the day to day organisation of the school
* Actively participate as a member of the strategic leadership team and deputise for the Principal as and when required
* Ensure all teaching in the school is highly effective and students are engaged in outstanding learning experiences every day
* Monitor the quality of teaching and student learning through the analysis of performance data, lesson observation, learning walks, work scrutiny and student voice in collaboration with Assistant Principals and Middle Leaders
* Lead on improving outcomes for Disadvantaged Students and Looked After Children
* Implement strategies that ensure high standards of behaviour and promote positive attitudes to learning
* Recognise and reward student excellence and achievement and put in place appropriate support to overcome barriers to positive behaviour for learning
* Coach and mentor leaders and managers
* Design, direct and appraise the work of key staff working under the Vice Principal’s immediate supervision
* Model the highest professional standards to staff and students
* Any additional duties that the Executive Principal may reasonably request for the effective leadership and management of the school

Specific responsibilities will include:

* Develop and implement strategy to raise attainment for all students, including the most able, boys, disadvantaged and SEND
* Review, measure and report on the impact of strategy and outcomes for students
* Ensure there is an effective, accurate and robust assessment and reporting regime
* Analyse and report on the results of assessment, identify trends and implement action with staff, and parents in response
* Ensure that assessment data informs planning and sets targets to raise standards
* Ensure that students and parents are well informed about student attainment and progress and that a high quality reporting system is in place
* Strategic oversight of the professional development needs of the school and of individuals
* To lead and chair Middle Leader meetings
* To oversee the website
* To oversee Firefly - the Virtual Learning Environment

**Person Specification**

| **Attributes** | **Essential** | **How measured**  **A – Application**  **I – Interview**  **Q –Qualification**  **R - Reference** | **Desirable** | **How measured**  **A – Application**  **I – Interview**  **Q –Qualification**  **R - Reference** |
| --- | --- | --- | --- | --- |
| **Qualifications** | Honours degree or equivalent  QTS  Record of relevant CPD | A, Q | Further post graduate training | A |
| **Professional Experience** | Experience and understanding of teaching and learning across the secondary age range  Previous experience as a senior leader  Proven track record of successful leadership  Successful experience of raising achievement  Responsibility for developing, monitoring and evaluating aspects of school provision  Experience of working strategically with data, including use of Sisra or similar analysis tools to help raise standards  Experience in school self- review and evaluation  Outstanding classroom practitioner | A, R  A, R  A, R  A, R  A, R  A,R  A, R  A, R, I | Timetabling experience  Knowledge and understanding of SIMS  Experience in more than one school  Experience in the appointment and development of middle managers  Experience of coaching, mentoring and leading Performance Management  Experience of working with and engaging external partners, governors, parents and the wider community | A, R, I  A, R, I  A, R  A, R  A, R  A, R |
| **Personal Attributes** | Passion for teaching and learning and improving outcomes for young people  Integrity and loyalty  Resilience, determination and a passion to succeed  Able to adapt to change and new ideas in a positive and creative manner  Energy and enthusiasm  Commitment to safeguarding children | A, R, I  A, R, I  A, R, I  A, R, I  A, R, I  A, R, I |  |  |