



## **Deputy Head of Science**

### **Candidate information brief**

Dear candidate,

Thank you for taking the time to find out more about King Solomon Academy and the possibility of joining us. Included in this information pack is information about the academy and the role of Deputy Head of Science.

This role offers an incredible opportunity to develop as a teacher and leader within a supportive and high expectations environment, with the unique opportunity to impact the long term learning of science and to create a model of all-through science education. Our team seek to redefine what is possible for a school serving an inner-city community – this role will play a fundamental role in this mission.

KSA is rare in that it is a genuine all-through school. Our pupils join at 3 years old and stay with us until they are 18. By joining KSA you play a part in showing what is possible when children's education is seen as a long term commitment. Professionally, it also provides teachers and leaders with a unique opportunity to have impact across all phases of education. We are growing a team of exceptionally committed teachers and leaders who value each and every year of a child's education equally.

Science is a vital part of academy life. We invest time and effort into teaching science to mastery so that our pupils can have the best possible life opportunity that academic scientific excellence brings. We expect the deputy head of science to lead dramatic progress in pupils learning across key stages, so that we have A-level scientists ready to excel at university and beyond.

The Deputy Head of Science will coach, mentor and model excellent teaching, planning and assessment across the department and will be ambitious in raising standards and improving outcomes both in their own classes as well as those of others.

To apply, follow the link at <http://kingsolomonacademy.org/current-vacancies> Applications will be considered on a rolling basis up until the formal deadline of **9am on Friday 18<sup>th</sup> January 2019**. For an informal conversation about the role, please contact Shaheen Riaz, at [s.riaz@kingsolomonacademy.org](mailto:s.riaz@kingsolomonacademy.org) and 0207 563 6901.

We wish you the best with your application.

Yours sincerely,



**Max Haimendorf**  
Principal

## Job Description: Deputy Head of Science

<b>Reports to:</b>	Head of All-through Science
<b>Start date:</b>	September 2019
<b>Salary:</b>	Ark MPS/UPS (Inner London): £30,406 - £ £50,523 dependent on experience, plus TLR 2a (£2,667) or 2b (£4,531) dependent on experience

### The Role

To work with the head of Science to develop and manage the exceptionally effective delivery of an outstanding science curriculum to ensure all our pupils make excellent progress.

### Key Responsibilities

- Be accountable for the progress of all pupils in within specific key stages or within specific qualifications
- Develop the quality of teaching and learning, where necessary holding teachers to account
- Lead the design and implementation of key areas of the curriculum and assessment including controlled assessment and examinations
- Be a role model of outstanding teaching in the department
- Coach teachers in the department using frequent observations and drop ins to drive development

### Outcomes and Activities

#### Teaching and Learning

- Meticulously plan and teach engaging and challenging lessons that pave the way for success in school and life
- Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons
- Set and mark appropriate homework
- Use regular, measurable and significant assessments of their teaching
- Complete all reporting on time
- Closely monitor progress and attainment of their pupils and use it to inform their teaching
- Provide content for and where necessary deliver high quality pupil interventions with direction from SENDCO
- Ensure that all pupils achieve or exceed academy targets
- Maintain regular and productive communication with parents about their child's progress, behaviour and development, including attending after school parent meetings as required
- Organize and participate in exciting and motivating trips and events
- Answer "homework help" phone calls from pupils until 8.30pm

#### Leadership of subject

The Deputy Head of Science will lead on defined aspects of the curriculum (e.g. Physics, or KS3 Science). Within this area they will:

- Develop innovative schemes of work which are inspiring for learners and teachers alike and feed into standards based assessments
- Produce half termly assessments with marks schemes
- Ensure assessments are moderated internally and externally
- Ensure end of year assessments reflect each pupil's overall level which is both externally valid and provides an accurate baseline for the next academic year
- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions
- Work in collaboration with classroom teachers and SENDCO to ensure pupils receive high quality interventions
- Through regular observation and feedback, mentor subject teachers to ensure excellent teaching and learning in all lessons
- Ensure that classroom teachers are utilising best pedagogical practice for their subject
- Conduct half termly evaluations of the quality of teaching and learning of individual classes and as a department, agreeing implementing and holding teachers to account to changes to teaching and learning
- Create and sustain a positive department culture, where teammates feel collectively supported and developed

### **Form teacher**

*(Teachers, including leaders, will sometimes be required to perform the role of form teacher/class teacher)*

- Create and sustain a positive class culture
- Care for each pupil as an individual and ensure that they succeed academically and develop emotionally and socially
- Hold each pupil to account in every aspect of their school life by maintaining frequent phone/email contact with parents
- Write form teacher / class teacher comments in reports

### **Other**

- Undertake professional development as agreed with school leaders
- Perform additional duties and tasks required for the effective operation of the school, including: attending home visits, eating lunch with pupils, supervising silent sustained reading (DEAR), break supervision and gate duty
- Undertake other various responsibilities as directed by the Principal

# **Person Specification: Deputy Head of Science**

## **Qualification criteria**

- Qualified to degree level and above
- Qualified to teach in the UK
- Right to work in the UK

## **Experience**

- Evidence of continually improving the teaching and learning of their subject though the leading or supporting of others
- Evidence of achieving outstanding outcomes with classes taught

## **Skills and attributes**

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:

### **Leadership**

- Effective team worker and leader.
- High expectations for accountability and consistency.
- Vision aligned with KSA's high aspirations, high expectations of self and others.
- Genuine passion and a belief in the potential of every student.
- Motivation to continually improve standards and achieve excellence.
- Commitment to the safeguarding and welfare of all pupils.

### **Teaching and Learning**

- Excellent classroom practitioner.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Has good communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

### **Alignment with KSA vision**

- Totally aligned to the value, purpose and principles of all-through education, and ready to take responsibility for their subject area from ages 3-18.
- Relentless drive to do whatever it takes to ensure all students succeed.
- The belief that with the right environment more than 95% of our pupils are able to excel at university.
- The courage and conviction to make a difference.

### **Communication skills**

- The ability to listen and communicate effectively.
- Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups.

- The ability to influence and motivate others.

### Problem solving

- Identify, analyse and resolve problems and issues.
- Develop plans with concrete outcomes and effective solutions.
- Evaluate results and identify necessary actions.
- Make fact-based decisions.

### Resilience

- Sustain energy, optimism and motivation in the face of pressure and setbacks.
- Stay calm in difficult situations and maintain clarity of vision.
- Be adaptable in the face of adversity.

### Results and learning orientation

- Awareness of own strengths and limits.
- Commitment to ongoing improvement and learning.
- A passion for teaching subject.
- Focus on achieving challenging goals and results.
- Resourcefulness and flexibility in delivering outcomes.

### Other

- This post is subject to an enhanced DBS disclosure.





## Principal – Max Haimendorf

Max Haimendorf graduated from Oxford and joined the first cohort of the Teach First programme, teaching Science in West London. Following work at Teach First central office he joined the consultants Oliver Wyman where he worked in finance strategy. Whilst there he wrote about the importance of small schools in Teach First's first Policy Paper, Lessons from the Front. In 2008 he was appointed as Secondary Headteacher of King Solomon Academy, starting the Secondary part of the school in September 2009. He has now led KSA through two outstanding Ofsted inspections and to achieve the highest GCSE results in the country for a non-selective school in 2015. He became all-through Principal of KSA and Executive Principal of Ark Paddington Green Primary Academy in September 2016.



*“We are dedicated to doing whatever it takes to ensure each of our pupils has the chance to attend an academically rigorous university.”*

## Head of Science – Emma Taylor

Emma Taylor graduated from the University of East Anglia before spending some time working in the Renewable Energy sector. Emma then embarked on a graduate teacher training programme in 2010, going on to qualify as an Advanced Skills Teacher in 2013. She then travelled to Dubai where she spent two years developing as an A-Level Biology teacher and travelling to new and exciting countries. Upon return to the UK, Emma completed an MA in Advanced Educational Practice with the Institute of Education, UCL, looking at how to develop scientific literacy in students through science fairs and independent research projects. Emma has a history of outstanding GCSE results, and joined King Solomon Academy as the Lead Teacher of Biology in 2016. She became Head of All-through Science in September 2017, and is now developing a new science curriculum across the academy.



## Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life.

We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 37 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five.

### ***Ark runs a number of additional programmes, including:***

- Leading Impact for senior leadership development
- Lead Teachers, aimed at developing the skills of outstanding teachers to improve performance of other teachers
- Outstanding Teachers, aimed at good teachers aiming to improve and embed outstanding practice
- SEN training for new to role and established SENCos
- New Teacher induction

Ark is at the forefront of changing education society through education. We run Initial Teacher Training through School Direct and we co-founded the Future Leaders and Teaching Leaders development programmes and offers teachers and support staff a comprehensive range of school-based first class professional development opportunities.

## **Ark Safe Recruitment Procedure**

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

### **Disclosure**

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

### **Reference checking**

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

### **Probation**

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.