

11th March 2022

Dear Applicant,

Thank you for your interest in the position of **Assistant Principal: Maths** at AIM North London.

AIM North London opened in September 2019 with a centrally recruited AIM Academies Transformation Team to help lead the significant changes needed within the new academy. AIM North London opened on the site of Nightingale Academy, Enfield, and serves a diverse community. The predecessor school was rated Inadequate in every category and subject to Special Measures.

This is a rare opportunity to be part of the AIM Transformation Team; a truly exceptional team of teachers and leaders, who are driven by a clear moral purpose and thrive in a 'no excuses' culture.

We have high aspirations for the Academy and the community; we hope for AIM North London to be one of the most rapidly transformed academies in the country.

We do not underestimate the magnitude, or the importance, of the job at hand. It requires huge amounts of perseverance and a constant drive for innovative excellence. However, this role will also be incredibly rewarding and will offer exciting progression for the future. As we move into our fourth year of operation we are looking to appoint colleagues to build on the improvements we have secured and to further enhance our team.

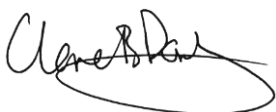
If you share our core belief in a growth mindset, have a relentless focus on high standards and operate with the utmost professional integrity and humility, then we would love to hear from you. Equally, if you know other colleagues for whom this challenge would resonate, and who have a proven track record of excellence, then feel free to put them in touch with us (and let us know that you have referred them).

We would be delighted to have an informal conversation prior to application and/or arrange a visit.

We look forward to receiving your application form in due course. We wish you well and thank you once again for your interest in what we think will be a challenging and rewarding post.

Please apply by completing our application form and submitting to Ilayda Kuran i.kuran@aimnorthlondon.org.uk by Monday 28th March 2022 at 9.00am.

Yours sincerely,



Clare Darley
Principal

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Information Pack

AIM North London

- ✓ Do you want to join the Transformation Team of AIM North London in order to drive social mobility in Enfield?**
- ✓ Are you dedicated to transforming life chances of young people?**
- ✓ Will you help to create the next generation of leaders?**



Letter goes here

Job Description

POST: Assistant Principal

RESPONSIBLE TO: Principal

RESPONSIBLE FOR: Curriculum, Pedagogy, Behaviour: MATHS

GRADE: Competitive Negotiable

LOCATION: AIM North London – Enfield

DISCLOSURE LEVEL: Enhanced

VISION:

At AIM North London, all young people will become ‘Leaders for Tomorrow’: leaders of themselves, their communities and their chosen career.

A. PROFESSIONAL AND PERSONAL CHARACTERISTICS

As a leader within the Academy, you will role-model the values that we live by:

Love: We show love and respect for all members of the community in words and actions

Endeavour: We work hard in all that we do; we know there are no shortcuts.

Act: We act today for positive change. We do not wait until tomorrow.

Dream: We dream big and know that we can determine our own destiny.

B. JOB PURPOSE:

- To assist the Principal in fulfilling the Academy’s vision and instilling the Academy’s values in all that we do
- To assist the Principal in providing strategic leadership for the Academy
- To assist the Principal in the delivery of the development plan in line with the Academy’s vision and values
- To teach consistently outstanding lessons which bring about excellent outcomes for students
- To ensure consistently outstanding lessons are typically taught by all members of staff which bring about excellent outcomes for students - through auditing the quality of teaching and learning and providing appropriate professional development

- To implement thorough quality assurance measures to ensure excellent attainment and outcomes for all students
- Alongside all leaders in the Academy, to devise strategies for raising attainment and ensuring the Academy Development Plan is implemented successfully
- To provide strong and consistent line management of colleagues that offers challenge and support, bringing out the best in others within the team
- To act as a role model of the values of AIM North London in all interactions with staff, students and other stakeholders
- To actively build a strong team through effective development of colleagues, holding others to account, and to be pro-active in recruitment and retention of staff
- The post holder will work in close collaboration with the Principal and Vice Principal

C. RESPONSIBILITIES : Quality of Teaching and Learning

- To ensure you are at the cutting edge of pedagogical research and for this to inform your practice
- To ensure your teaching is consistently good and outstanding and outcomes are exemplary and in line with KPIs
- To ensure the teaching across the Academy is consistently good and outstanding and that outcomes are exemplary and in line with KPIs
- To ensure there is innovative and strategic support for colleagues in developing their
 - subject knowledge
 - pedagogy and subject specific pedagogy
- To ensure consistently high quality practice within and between departments through rigorous quality assurance measures
- To observe regularly and develop colleagues, and act as a beacon of best pedagogical practice
- To ensure you are up to date with national and international curriculum and assessment developments
- To create, lead on and develop whole Academy continued professional development to ensure outstanding outcomes for students
- To lead on documenting and sharing case studies of best practice within the Academy
- To seek opportunities to collaborate with other Academies, innovative and high achieving schools through the AIM Academies Trust, and other relevant networks to share and develop excellent pedagogies.

D: Student Outcomes

- To work in partnership with other leaders to ensure underachievement is identified accurately and early, and that effective and appropriate measures are taken
- To ensure a rigorous assessment policy is in place so that KPIs can be accurately tracked and monitored, in order to ensure all students make outstanding progress
- To set challenging targets that build on prior attainment of every student and ensure KPIs are met
- To evaluate student progress on a weekly basis through rigorous monitoring of evidence in books, lessons and assessments
- To ensure the quality of feedback throughout the Academy is in line with Assessment policy
- To set, track, evaluate and report on individual student progress and groups of students towards their targets.

- To keep systematic records to show students' understanding and completion of work and the identified strengths, areas for development and grades awarded
- To support and help colleagues to improve their effectiveness by developing their understanding and use of student data and strategies to address underachievement
- To ensure a consistent and continuous focus on student achievement using data to track and monitor the progress in every student's learning
- To evaluate student progress across specified areas of responsibility through the use of appropriate assessments and records and regular analysis of the data
- To use national, local and Academy data effectively to analyse and evaluate student progress; planning and implementing effective interventions to support students. Use local and national statistical data and other information, in order to provide (a) a comparative baseline for evaluating learners' progress and attainment, (b) a means of judging the effectiveness of their teaching, and (c) a basis for improving teaching and learning
- To ensure best practice from AIM North London is shared widely within other academies within AIM Academies Trust.

E: Student Behaviour and Safety

- To ensure that students consistently display a thirst for knowledge and a love of learning
- To ensure that students display a focus and commitment for learning that has a very strong impact on their progress in lessons
- To ensure that students' attitudes to learning are of an equally high standard across subjects, classes and with different staff
- To ensure parents, staff and pupils are unreservedly positive about both behaviour and safety
- To ensure pupils are keenly aware how good attitudes and behaviour contribute to school life, adult life and work
- To ensure that students' behaviour outside lessons is almost always impeccable
- To ensure that students' pride in the school is shown by their excellent conduct, manners and punctuality
- To ensure that students are fully aware of different forms of bullying, including prejudice-based bullying, and actively try to prevent it from occurring
- To ensure bullying and derogatory or aggressive language in all their forms are rare and dealt with highly effectively
- To ensure that skilled and highly consistent behaviour management by all staff makes a strong contribution to an exceptionally positive climate for learning
- To ensure that Permanent Exclusions and Fixed Term Exclusions are significantly below the national average