



Assistant Director of Learning and Standards - English Candidate Pack



**Central Region
Schools Trust**

Founded by the RSA

Principal's Welcome

It is my great pleasure to welcome you to Gospel Oak. We are an oversubscribed 11-18 academy that is steeped in tradition and has a reputation for first-class teaching and pastoral care. Teachers and supporting adults are dedicated to our school; they have the very highest expectations of our students in terms of their behaviour and strong academic achievement.

We are proud of our broad and balanced curriculum both in and out of the classroom, which offers a rich and deep learning experience, allowing all students to maximise their potential and be the best they can be.

Our core values of Respect, Pride and Aspiration permeate through everything that we do. Students are happy, motivated and ambitious and we constantly inculcate our vision for a kind, compassionate and empathic school in all that we do. We are incredibly proud of our young people; they amaze us daily with what they achieve as well as the politeness and respect they show for one another and for our staff and wider community.

We are creating a truly magical school at Gospel Oak. I would encourage you to come and see for yourselves the industrious, lively and friendly atmosphere we have as our young people forge for themselves, the very best life chances.

You will be warmly welcomed, and I very much look forward to meeting you.

With every good wish,



Christopher Czepukojć
Principal





ADVERT

Advert

Salary: MPS/UPS plus TLR

Hours: Full Time

Start Date: As soon as possible

Gospel Oak School are looking for a qualified teacher keen to start the next stage of their career or an existing leader. You will be joining the team which is supported by a DLS (Head of Department).

The successful candidate will:

- Be an excellent classroom practitioner with a track record of excellent outcomes
- Have up-to-date curriculum knowledge and be outward facing
- Be a passionate and innovative advocate for English
- Be totally committed to improving the life chances of young people
- Be team oriented and enjoy working collaboratively

You will be joining a group of 12 successful schools serving approximately 4000 children from nursery through to 18 years of age as part of the Central Regions Schools Trust, founded by the RSA. The school is highly aspirational, boasting fantastic facilities for both students and staff.

Job Description

As an Assistant Director of Learning and Standards you will play a critical role in the School. As an ADLS, you will play a pivotal role in raising achievement at all 3 key stages and supporting colleagues to further improve teaching and learning.

The Assistant Director of Learning and Standards must be able to

- Embody the values, vision and ethos of the Central Region Schools Trust and assist the Director of Learning and Standards and Principal in delivering policy which will ensure high quality and successful outcomes.
- Support the monitoring, evaluation and continuous review of the quality and effectiveness within the school.
- Support the collaborative work with the Trust, the school, and the local community.
- Support the Director of Learning and Standards to ensure high quality teaching and excellent learning outcomes within the curriculum area and create a climate where students achieve their potential.
- Support the Director of Learning and Standards to ensure all students achieve their full potential and targets.
- Inspire staff and students who study in this Curriculum Area with a love for their subject, leading them to explore it and value it for their whole life.

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Main Duties will include:

- To develop and implement policies and practices which reflect the schools commitment to high achievement through effective teaching and learning.
- To assist the Director of Learning and Standards to lead and implement an effective and appropriate curriculum for our students at all key stages that will enable them to achieve their best and meet national requirements.
- To have an enthusiasm for the subject which motivates and supports other subject staff and encourages a shared understanding of the contribution the subject can make to all aspects of students' lives.
- To display a developing and professional knowledge base together with the ability to identify the key implications for subject development.
- To use relevant school, local and national data to inform targets for development and further improvement for individuals and groups of students.
- To establish clear targets for achievement in the subject and evaluate progress through the use of appropriate assessments and records and regular analysis of this data.
- To involve all departmental colleagues in the creation and execution of the yearly faculty SEF and Improvement Plan. This will identify clear targets, times-scales and success criteria and contribute to the whole academy SEF and School Improvement Plan.

Teaching and Learning Duties will include:

- To produce differentiated lesson plans to support the delivery of stimulating and existing lessons that will motivate and enthuse students.
- To use a variety of teaching and learning strategies to ensure that all learning styles (visual, auditory, kinesthetic) are catered for.
- To provide students with regular assessment opportunities, use assessment for learning and provide them with quality feedback.
- To provide pastoral care, appropriate to the needs of each student and to maintain high standards in accordance with overall school policies.
- To encourage students to develop positive attitudes to each other, members of staff, their families, the school and their environment.
- To monitor the academic and social development of students and maintain an efficient record system.
- To participate in appropriate meetings with colleagues and parents.
- To participate in Performance Management arrangements.
- To show care and concern for all students, members of staff and the school environment.
- To contribute to the wider aspects of school life, including liaison with parents and external agencies and to provide support for school policy within the community.
- To review annually the preceding year's work and agree targets, aims and objectives.
- Maintain awareness and knowledge of contemporary trends, developments, theory and methods in the transformation of teaching and provide suitable leadership and interpretation to Governors, Leaders, Managers and staff within the school.
- To carry out any other reasonable duties as directed by the Principal or Director of Learning and Standards.

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Assistant Director of Learning and Standards Duties will include:

- To assist the Director of Learning and Standards to plan and monitor Schemes of Learning.
- To work with the Director of Learning and Standards to establish a subject development plan, target setting and review, ensuring that all students have appropriate and aspirational target grades.
- To ensure that all students meet or exceed their target grades.
- To help the Director of Learning and Standards to lead and support all teachers, assisting in their professional development and supervising beginner teachers and NQTs.
- To work with the Director of Learning and Standards to monitor, evaluate and review the performance of staff teaching, addressing underperformance and other areas of concern in a timely and appropriate manner.
- To work with the Director of Learning and Standards to ensure that staff teach engaging and effective lessons that motivate, inspire and improve student attainment.
- To develop expertise within the team in supporting SEN students.
- To work with the Director of Learning and Standards to establish monitoring and evaluation of student progress with regular, measurable and significant assessments for students.
- To review feedback on academic attainment and attendance of students with the Director of Learning and Standards and ensure effective interventions are put in place and impact monitored.
- To develop, lead and monitor an improvement plan with evidence of all areas to be addressed.
- To maintain and moderate accurate student data that can be used to make teaching and learning more effective and narrow/eliminate gaps for discrete groups.
- To develop strong partnerships and ensure regular and productive communication with organisations, parents and other schools.
- To manage departmental budget and resources effectively and efficiently.


Person Specification

Criteria	Essential	Desirable	Method of Assessment
 <p>Education and Qualifications</p>	<ul style="list-style-type: none"> Honours degree or equivalent in appropriate subject Qualified Teacher Status Recent relevant in-service training 	<ul style="list-style-type: none"> Post graduate study or qualification NPQML 	Application form and certificates
 <p>Experience</p>	<ul style="list-style-type: none"> Successful training across the whole age and ability range Exemplary classroom practitioner Teaching subject at all levels with a proven track record of exam success Meeting the needs of students with SEN and G&T Awareness and promotion and practical use of ICT in the curriculum 	<ul style="list-style-type: none"> Successful and varied teaching experience in the secondary sector up to and including Advanced level Experience of teaching at Post 16 level Experience of working with parents and the wider community 	Application form and interview
 <p>Skills and Attributes</p>	<ul style="list-style-type: none"> A good practitioner Ability to lead and work effectively as part of a team but also to be able to work independently Ability to initiate, develop and implement policies Ability to motivate, lead and inspire students of all aptitudes Ability to learn from experience Ability to effectively collect, analyse and evaluate student progress data and formulate intervention strategies in order to 		Application form, interview and references

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	<p>raise standards</p> <ul style="list-style-type: none"> • Ability to use ICT to support the role • Ability to plan, deliver and monitor effective intervention • Ability to implement self-review and evaluation processes and plan strategically • Evidence of working through sequences of lessons and developing schemes of work • Ability to motivate and encourage participation in the subject both inside and outside the classroom 		
 <p>Knowledge</p>	<ul style="list-style-type: none"> • How to improve learning and teaching in the subject area • AfL strategies • Active strategies to raise achievement • Awareness of current educational practice, developments and curriculum reforms • Familiarity with the requirements of GCSE and Post 16 qualifications • Up to date subject and national curriculum knowledge and skills 	<ul style="list-style-type: none"> • Whole school awareness of current practice, developments and curriculum reforms 	<p>Application form and interview</p>
 <p>Personal Qualities</p>	<ul style="list-style-type: none"> • Commitment to inclusive comprehensive education • High level of emotional intelligence • Vision and imagination • Sensitivity to the needs of others • Ability to work under pressure • Ability to adapt to changing needs and circumstances 		<p>Application form, interview and references</p>

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	<ul style="list-style-type: none">• Integrity• Excellent written communication• Excellent verbal communication• Presentation skills• Honesty• Resilience• Good time management• Personal organisation• Tenacity• Ability to be a role model• Maintaining perspective		
<div><p>Organisational fit</p></div>	<p>Demonstrating that they are:</p> <ul style="list-style-type: none">• Meeting the Teaching Standards/Career stage expectations (at the appropriate level)• Working towards the School aims and objectives• Working towards the Trust aims and objectives		Application form

Next steps

If you are excited by this role and believe you have the vision and values to fulfil this challenge, then please contact the HR department on GOSHR@gospeloakschool.co.uk or by calling us on 0121 556 1351. An application pack can be found on the school website www.gospeloakschool.co.uk under vacancies.

A visit to the School and an informal chat with the Principal is welcomed and encouraged prior to making your application.

Completed application forms should be emailed to GOSHR@gospeloakschool.co.uk. To apply, please submit a completed application form along with a letter of application (no more than 2 sides)

Closing date: Wednesday 22nd November 2023 @ 12:00

Want to know more about Gospel Oak School?

Please visit our website www.gospeloakschool.co.uk, the Central Region Schools Trust website www.centralregionschoolstrust.co.uk and don't forget to take a look at [our promotional video](#).

The Central Region Schools Trust are committed to safeguarding and promoting the welfare of our students and expects all staff and volunteers to share this commitment. All our posts are subject to an enhanced DBS disclosure, 2 work references and other employment checks.



Please take a
look at:

Our Distinctive
Culture

Our termly
publication to
recognise the
succeses across
the Trust,
DesignEd





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 Bilston Road
 Tipton
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www.gospeloakschool.co.uk
 0121 556 1351



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