Director of Mathematics



Job Description

POST: Director of Mathematics

START DATE: September 2024

RESPONSIBLE TO: Principal, under the day to day management and leadership of a member of the

Senior Leadership Team

SALARY: Leadership scale L8-L12

LOCATION: Oasis Academy Sholing, Southampton

WORKING PATTERN: Full Time, Permanent

DISCLOSURE LEVEL: Enhanced

Purpose of the role

Strategic Direction and Development

- Being a strategic, supportive and pro-active member of the Extended Leadership Team
- Playing a key role in the development of the academy on the journey to outstanding
- Assisting the Principal, together with other members of the Senior Leadership Team, in fulfilling the academy vision in all areas
- Providing strategic leadership of Mathematics in conjunction with the Head of Department to ensure a worldclass standard of education
- Embed policies and practices which promote high achievement through effective teaching and learning and provide a broad and balanced curriculum
- Creating an environment where students and staff develop and maintain positive attitudes towards teaching and learning
- Using data effectively to monitor and evaluate student progress; planning and implementing effective intervention to support all students to achieve highly
- Analysing national, local and academy data, research and inspection findings to inform curriculum area
 policies and practices, expectations and teaching methodologies and to report regularly to the
 Principal/Academy Council on progress and plans
- Contributing to the Academy Improvement Plan and establishing an effective subject improvement planning cycle to meet academy strategic priorities

Job Description



Teaching and Learning of Mathematics

- Leading the development of appropriate, challenging and differentiated schemes of learning that ensure all students make rapid and sustained progress
- Securing and sustaining effective teaching across subjects through structured monitoring and evaluation of all
 aspects of teaching and learning and active participation in the academy's monitoring evaluation and review
 cycle through lesson observations, feedback to teaching staff, book scrutiny, student interviews and written
 reports as necessary
- Ensuring effective development of students' literacy, numeracy and ICT skills within the subject
- Developing the curriculum to meet the needs of all students; introducing, planning and implementing new courses of study to meet KS4 and KS3 curriculum initiatives and developments
- Map progress of students regularly against prior attainment and local and national norms and identify students at risk of underachieving and tailor the curriculum as appropriate

Leading and Managing Staff

- · Line managing the Head of Mathematics and other departmental staff as required
- Contribute to the leadership, management and development of teachers and support staff, working collaboratively to raise student achievement and attainment throughout the academy and to provide effective support, guidance, challenge and information for all staff within designated areas of responsibility
- Maintaining clear expectations, high standards of professionalism and collaboration to meet the academy improvement planning priorities
- Taking an active role within the academy's performance management policy to develop the professional effectiveness of colleagues
- Providing structured support and assessment for ETC and ITT trainees to enable them to meet the relevant professional standards
- Working in collaboration with the SENDCO and Heads of Year to ensure that individual plans are used to set subject specific targets and support progress, as required

Efficient and Effective Deployment of Staff and Resources within the Mathematics Teams

- Sustaining an effective, stimulating and inclusive learning environment for teaching and learning.
- Deploying accommodation to effectively meet the teaching and learning needs across the academy
- Ensuring a safe working and learning environment through application of appropriate risk assessment and adherence to current Health & Safety regulations
- Using appropriate resources, in consultation with the Principal through the line management of staff and teams, for effective, efficient and safe teaching and learning across the academy; to include accommodation, agreed budgets, staff, time, courses, development opportunities and IT equipment

Teaching Commitment

The post holder will be expected to teach in line with the Academy's generic teacher's job description. Designated non-contact time for leadership and management responsibilities will be made available.

The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably be assigned by the Principal. The postholder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

All teachers take an active role in the Academy's pastoral care of students and the post holder will be expected to fulfill the role of form tutor.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

Person Specification



ESSENTIAL DESIRABLE

Qualifications	
Qualified Teacher Status	Masters Degree
A degree in appropriate subject	

Professional Development	
Evidence of a commitment to own professional	Recent relevant training in leadership and
development	management

Experience	
Experience leading a subject area	Successful teaching of Mathematics at A level
A proven track record of successful leadership	Development of partnerships with other schools, business and the community, specifically faith and other community groups as resource for learning
Evidence of success at middle leadership level in developing whole school strategy and vision	
Evidence of high achievement in teaching across the Key Stages	
Ability to use data effectively to set targets	
The development of schemes of learning across the Key Stages	
Professional development/ mentoring of colleagues	

Knowledge	
Use of assessment and attainment information to improve practice and raise standards	An understanding of KS2 and/or post 16 curriculum
Secure knowledge of the Mathematics curriculum at KS3/4	
Use of strategies to promote good student relationships and high attainment in an inclusive environment	
An understanding of Health and Safety regulations affecting the curriculum area	

Person Specification

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ESSENTIAL DESIRABLE

Skills	
Excellent communication and presentation skills	Ability to use and promote a wide range of teaching methodologies
Competent user of ICT	

Commitments	
Actively supports the academy's aims	Innovative curriculum development and partnership with other schools in the wider community, including business and university links
Commitment to ITT	
Active participation in academy developments	
Leading extra-curricular activities/ educational visits / out-of-hours learning	
Commitment to innovative curriculum development and partnership with other schools and the wider community	

Personal	
Passion for teaching	
Energy, enthusiasm and flexibility	
Resilience and a positive outlook on life	
Ability to work under pressure and determination to succeed	