



# **Darwen Aldridge Community Academy**



**TEACHER OF MATHEMATICS MPS  
1<sup>st</sup> September 2010 or earlier  
Information for applicants**

**February 2010**

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Dear Colleague,

Thank you for expressing an interest in the post of Teacher of Mathematics at Darwen Aldridge Community Academy. The post arises due to the commitment of the Academy to raising students' attainment in maths and improving their numeracy and functional skills to support learning across the curriculum.

The Mathematics Faculty plays a key role in raising standards and the quality of teaching and learning further. In anticipation of this, and in developing the Mathematics curriculum at all key stages, we are looking for an innovative teacher who can offer to teach across the Mathematics Faculty. In addition to classroom teaching this post has a focus on working with individual students and with small groups of students to develop their understanding and application of numeracy and mathematical application. The faculty also has links with the National Centre for Excellence in the Teaching of Mathematics (NCETM) in supporting its promotion of high expectations in the classroom.

The Academy opened in September 2008 as an innovative 11-18 state funded independent school. Our specialism is Entrepreneurship, encouraging our students to develop a passion for learning as well as an enterprising spirit. Our new and expanding Sixth Form offers opportunities for staff and students, including academic and vocational courses, as well as visits abroad. Potential applicants will find useful details about the Academy at <http://www.daca.uk.com>, and our sponsor Rod Aldridge at [www.aldridgefoundation.com/site/web/home.html](http://www.aldridgefoundation.com/site/web/home.html). Our sponsor is a keen supporter of engaging young people in education and raising their aspirations.

Please find enclosed with this letter;

- General information about the Academy
- A job description for the post
- A person specification for the post
- An application form
- A prospectus

I hope that this information will encourage you to apply for this key post. The closing date for applications is noon on Wednesday 24<sup>th</sup> February 2010 and with interviews to be held Tuesday 2<sup>nd</sup> March. If you do apply for the above position and have not heard anything within two weeks of the closing date, you can assume that you have not been short-listed on this occasion.

The Academy is committed to safeguarding and promoting the welfare of all its students and expects all its staff to share this commitment. Appointment is thus subject to a satisfactory enhanced Criminal Records Bureau disclosure.

Yours faithfully,

Brendan Loughran  
Academy Principal

## **Darwen Aldridge Community Academy Information**

The Academy opened in September 2008 in the buildings of the former Darwen Moorland High School. The new state-of-the-art Academy building, with its stunning facilities including an entrepreneurship centre, is opening this summer in a new location adjacent to the town centre. The building has been designed to meet the needs of our 21<sup>st</sup> century learners and our local community and businesses.

### **The Sponsor**

The sponsor of the Academy is Rod Aldridge, providing funding through his charitable trust, and on-going support through the Aldridge Foundation. The Aldridge Foundation brings extensive expertise from the public and private sectors to support this project.

### **Academies**

Academies are a new type of secondary school, aiming to break the cycle of under-achievement in areas of social and economic deprivation. Academies bring together innovative approaches to teaching and learning with state-of-the-art technology and surroundings. A defining feature of an Academy is its specialism. Our specialism of entrepreneurship has been a real and dynamic part of Academy life from the moment we opened. The second specialism for the academy is Sport.

### **Entrepreneurship**

Entrepreneurship is the main specialism for the Academy. To us, entrepreneurship means;

- Developing a positive attitude and a determination to succeed
- Developing the highest standards in the teaching and learning of business and enterprise
- Providing opportunities for young people to learn about and become involved in social entrepreneurship
- Developing strong partnerships with a range of other education organisations
- Developing strong partnerships with adult learning providers and the business community

Through our specialisms, the Academy will instil in young people a determination to succeed, to achieve high expectations and to become more responsible for the world within which they are growing up.

The Academy is committed to working in partnership with other organisations to support the development of provision, care and achievement for 14-19 year olds. An imaginative and innovative curriculum is being developed at the Academy. The timetable combines an offer of academic and vocational courses to ensure that the needs of all students are met.

The design of the Academy reflects a curriculum structure where lessons are within extended morning and afternoon learning sessions, with additional extra-curricular sessions beyond the traditional school day.

We hope that this information motivates you to apply for this position. You will probably recognise that we are in the process of raising standards and embedding the Academy ethos, as well as preparing for the opening of our new building, and this is a great opportunity to make a contribution to an exciting project and to be involved in shaping the future educational provision in the town.

## The Mathematics Faculty

The Mathematics Faculty is committed to raising standards, through innovative learning and teaching, and instilling a love of our subjects into young people. The faculty is looking to raise students' aspirations of success, develop deep learning of maths into Years 7 and 8, challenge students in Key Stage 3 to fulfil their potential, and extend its provision at Key Stage 5. Faculty staff are working with our Entrepreneurship specialism in leading the development and implementation of Personal Financial Capability across the Academy.

There are six full and one part time teaching staff who teach across the full age and ability range. The faculty has two HLTAs who support additional numeracy as well as learning in the classroom. In addition, a new Director of Learning took up post last September. The faculty is committed to teamwork. Ideas, approaches, strategy and planning are co-operative. As part of this team, the successful candidate will support the innovative developments of the faculty, as well as provide an important role in improving the numeracy skills of all students

The Academy is moving into an exciting phase as we prepare to relocate into our purpose built 21<sup>st</sup> century building. The IT facilities in the new build will reflect the increasing demands of ICT in the classroom. All rooms will be equipped with interactive whiteboards, wireless access and a wide range of online resources. In addition the Mathematics faculty have exclusive use of 2 class sets of laptops. A key feature of lessons in the faculty is the use of ICT in the approach to learning and teaching - the use of ICT is widespread and staff are encouraged to take risks and try something new. The new build also incorporates faculty areas which will be used as informal learning spaces for break-out sessions or small group tutorials.

The faculty team is constantly looking for new ways to promote itself within the Academy. As a result we have organised a number of high profile speakers to give mathematical presentations in the Academy to inspire our students. We have actively embraced entrepreneurship days which allow the children to explore Mathematics beyond the classroom. Recently a major focus has been to improve standards of numeracy skills throughout the academy. Accelerated Mathematics, Maths in Motion and Numeracy puzzles have been incorporated in to Year 7 lessons, and we are currently increasing the awareness of all staff to numeracy in their own faculty areas.

At Key Stage 4 we deliver both AQA and Edexcel modular specifications to meet the needs of our students, and have been part of the national BTEC Mathematics pilot. Gifted, able and talented students have the opportunity to do part of their GCSE examinations in Year 9, with a view to completing in Year 10, and undertaking AS level in Year 11. Post-16 Mathematics is only into its first year at the Academy. We currently offer the Edexcel A level course and hope to expand provision as the number of interested students increases during the coming years.

The strength of the faculty team is demonstrated in their willingness to try new teaching and learning methods in order to raise standards.

We are looking to appoint a Mathematics teacher who can inspire students, work as part of our team, and contribute to the development of the subject and the Faculty as a whole.

Chris Wilford

Director of Learning for the Mathematics Faculty



# Darwen Aldridge Community Academy



## Job description – Teacher of Mathematics MPS

You are to carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.

All colleagues are expected to demonstrate a wholehearted commitment to the development of the Faculty and a willingness to assist the Faculty Director of Learning in preparing for, and adapting to, the changing needs of the Faculty.

Your primary role is to assist in raising standards of Mathematics and numeracy.

You will model the entrepreneurial traits of having a determination to succeed and a positive attitude in all aspects of your work. You will endeavour to instil these attitudes in colleagues and students.

### **PURPOSE OF POST:**

To teach a timetable of Maths across the age and ability range of the Academy, delivering agreed Schemes of Work, and carry out the duties of a classroom teacher.

As part of an ongoing review of monitoring of student progress, you have three core roles within the faculty:

**Making judgements** about the standards of students' achievement.

The **teaching and learning** of students in your care.

**Contributing to sustainable improvement** by achieving those targets for improvement set by the head of the faculty.

### **Judging standards**

You will work with the Director of Learning for Mathematics to make secure judgements about the standards of students' attainment, rates of progress and personal development within your classes, on the basis of evidence gathered from:

- Analysis and interpretation of data on students' attainment.
- Reviews with your Director of Learning of your assessments of progress for classes, identified groups and individual students.

### **Teaching and learning**

You are accountable for the quality of teaching and learning within your classroom. You will need to understand what makes effective teaching in your subject area.

As a classroom teacher you are to carry out the day to day duties which include:

- using knowledge of academy policy, plan, deliver, evaluate and assess lessons differentiated to meet the needs of individuals and groups promoting progression, continuity and quality of learning;
- use a variety of suitable teaching and learning styles and clearly communicate learning objectives and expectations;
- take every opportunity in all academy activities to raise standards of literacy, numeracy, ICT and other key skills to give students access to all curriculum areas as well as enabling them to become lifetime learners;
- using relevant classroom management strategies to ensure a purposeful environment for teaching and learning to take place;

- using agreed procedures for assessing, recording and reporting on progress and attainment of students;
- preparing students for internal and external tests and examinations informing and using whole-school data to raise expectation and standards of achievement;
- setting and effectively marking homework;
- working as a team member, planning co-operatively, sharing information, ideas and expertise;
- play an active part in school meetings and working groups.

### **Sustainable improvement**

You will need to ensure that the review, construction and resourcing of your lessons bring about improvements.

- You will agree targets for raising students' attainment in the classes you teach
- You will work with other subject and Faculty staff in the development of new Programmes of Study, Schemes of Work and lesson plans for the Academy lesson delivery structure.

### **General Duties**

- You will work in accordance with current health and safety requirements: Governing Body, DCSF, and Government policies.
- You will abide by the Conditions of Employment set out in the relevant paragraphs of the School Teachers' Pay and Conditions document in operation at the time when you are carrying out your duties.
- You will carry out any other duties relevant to your post designated by Senior Staff and Director of Learning.
- To participate in Performance Management arrangements.
- To take an active part in the pastoral care and discipline of students within your classes and set appropriate sanctions as set out in Academy policies.
- To carry out the role of Form Tutor, according to the Academy policy.
- To carry out a share of supervisory duties in accordance with the duty rota schedules.

### **Relationships**

- You are responsible to the Principal or Vice Principal as delegated.
- You are responsible to the Director of Learning and Assistant Director of Learning and faculty staff working within the faculty.

### **Additional Note**

The above represents a broad outline of the duties and responsibilities currently attached to the post of Mathematics teacher. Depending on the needs of the Academy, these may be altered from time to time in accordance with the conditions set out in the currently operating School Teachers' Pay and Conditions Document and the relevant Governors' Policy Documents.



## Darwen Aldridge Community Academy

### Person Specification – Teacher of Mathematics MPS



	<b>Essential</b>	<b>Desirable</b>	<b>Evidenced by</b>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Relevant teaching experience 11-16</li> </ul>	<ul style="list-style-type: none"> <li>Recent, relevant teaching experience 11-18</li> </ul>	Application form Interview
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> <li>Suitable qualification for the subject required</li> </ul>	<ul style="list-style-type: none"> <li>Higher degree or advanced qualification</li> </ul>	Application form
<b>Professional Development</b>		Recent, relevant in-service training in current educational practice related to subject area.	Application form
<b>Skills and abilities</b>	<ul style="list-style-type: none"> <li>Evidence of successful teaching which is consistently good or better</li> <li>Excellent pedagogical skills</li> <li>Excellent classroom management skills</li> <li>Knowledge and use of a range of appropriate teaching and learning styles including strategies for differentiation</li> <li>Enthusiastic approach to teaching and learning and maximising students achieving their full potential</li> <li>Able to develop others' capabilities and help them realise their full potential</li> <li>Effective organisational skills and the ability to meet deadlines</li> <li>Ability and willingness to work effectively in a team, planning co-operatively, sharing information, ideas and expertise</li> </ul>	<ul style="list-style-type: none"> <li>Proven ability to inspire and motivate young people to achieve high standards</li> <li>The ability to create and maintain a teaching environment which promotes effective learning and strives for achievement</li> <li>Ability and willingness to initiate and participate in both cross curricular and extra curricular activities, as well as demonstrating successful involvement in all aspects of Academy life</li> <li>Proven ability to transfer enthusiasm and understanding of maths to students</li> </ul>	Application form Interview References Lesson observation
<b>Other</b>	<ul style="list-style-type: none"> <li>Commitment to the safeguarding and welfare of students</li> <li>Commitment to the aims and values of the Academy</li> <li>Presentational skills, confidence and fluency to deal with students, parents and others</li> <li>Awareness, understanding and commitment to equal opportunities</li> <li>An understanding of the needs of young people</li> <li>Capacity to work hard with all students</li> <li>Energetic, positive and cheerful attitude</li> <li>Is a strong role model for staff and students including having excellent attendance and punctuality</li> </ul>	<ul style="list-style-type: none"> <li>Ability to contribute to the Academy specialism of Entrepreneurship</li> <li>A good sense of humour, able to work under pressure and the ability to keep things in perspective</li> </ul>	Interview Lesson observation