



Da Vinci Academy  
A L.E.A.D. Academy



# Teacher of Maths

## Candidate Information Pack



L.E.A.D. Academy Trust  
Lead • Empower • Achieve • Drive

*'The L.E.A.D. Academy Trust is one of the strongest sponsors operating in the East Midlands, with a track record of successfully improving underperforming schools...'*

Department for Education,  
29 May 2015, Leicester Mercury



Da Vinci Academy  
A L.E.A.D. Academy



## TEACHER OF MATHS

Reporting to: Head of Maths

Salary: MPS/UPS (A TLR may also be available for candidates with suitable experience and skills)

Location: Derby, DE21 4ET

Required from: April 2018

### Inspire our students to succeed

Having converted to academy status at the heart of the L.E.A.D. Academy Trust in May 2017, Da Vinci Academy is a successful secondary school with just under 600 pupils. A student centred philosophy is supported by an unwavering commitment to the achievement of successful outcomes for each and every young person. Together with the L.E.A.D. Academy Trust, a strong and clear vision is in place - to be the best that we can be and to deliver outstanding education to young people. This is what we all firmly believe in and strive to achieve at all times.

Furthermore, the close-knit Academy community is an environment where students and staff alike can really shine, and great pride is taken in productive links with partners, including University of Derby, the arts centre QUAD and major local employer Toyota.

We are looking to recruit a Teacher of Maths to start in April 2018. Applicants of all experience levels are welcome to apply, including NQT's. A TLR may also be available for candidates with suitable experience and skills. You will be an excellent classroom practitioner with the skills and determination to ensure exciting learning and good progress for students of all abilities. You will possess the energy and enthusiasm to share good practice and to achieve a high standard of education for students leading to excellent outcomes.

We are looking for someone who:

- has high expectations of pupil progress;
- is passionate about education and developing a love of learning in students;
- has the skills to work collaboratively with the teaching team;
- can build positive relationships with pupils, staff and parents;
- is willing to embrace or bring new ideas to the Academy;
- has a commitment to developing their own skills.

In return, the successful candidate will:

- be joining a strong and dynamic team of professionals;
- work in a school with high aspirations for all of its students and staff;
- have access to the L.E.A.D. Urban Teaching School Alliance's professional development programme;
- be provided with excellent career opportunities.

It is an exciting time at Da Vinci Academy with the appointment of a new Headteacher from January 2018. You will be part of Da Vinci Academy's future development and the journey to securing improvement and raising standards across all areas.

**This is a superb opportunity to develop and progress professionally and to impact upon student's learning.**

*The L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.*



Da Vinci Academy  
A L.E.A.D. Academy



L.E.A.D. Academy Trust

Lead • Empower • Achieve • Drive

## L.E.A.D ACADEMY TRUST

Da Vinci Community School converted to academy status as part of the L.E.A.D Academy Trust in May 2017. The school is now part of an Academy Trust, which was recently named by Ofsted's Chief Inspector, Sir Michael Wilshaw, as a "high performer" and was listed among the seven strong performing multi-academy trusts in the HMCI October commentary report; stating that it should be used as an example to others.

The L.E.A.D. Academy Trust is a registered charity created in 2011. The Trust aims, through outstanding leadership, to provide the highest quality education to enable every pupil to realise their full potential. Further information about the Trust can be found here <http://www.leadacademytrust.co.uk/about-us>

*'The L.E.A.D. Academy Trust is one of the strongest sponsors operating in the East Midlands, with a track record of successfully improving underperforming schools...'* Department for Education, 29 May 2015, Leicester Mercury.



## JOB DESCRIPTION

### Strategic Purpose

- To exemplify excellent classroom practice that results in high standards of learning and achievement for the pupils/students in your care.
- To support the Senior Leadership Team in establishing a culture that promotes excellence, equality and high expectations of all pupils/students and the LEAD Trust values.
- To ensure that your professional practice is informed by rigorous self-evaluation and that it continuously improves learning and pastoral outcomes.
- To ensure that you provide a safe and happy environment that promotes the welfare of children.
- To ensure all safeguarding and child protection policies are adhered to.

### Core responsibilities

#### Teaching and Learning

- Set high expectations which inspire, motivate and challenge pupils/students.
- Establish a safe and stimulating environment for pupils/students, rooted in mutual respect.
- Set goals that stretch and challenge pupils/students of all backgrounds, abilities and dispositions.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils/students.

#### Promote good progress and outcomes

- Be accountable for pupils/students' attainment, progress and outcomes.
- Be aware of pupils/students' capabilities and their prior knowledge, and plan teaching to build on these.
- Guide pupils/students to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how children learn and how this impacts on teaching.
- Encourage pupils to take a responsible and conscientious attitude to their own work and study.
- Encourage pupils/students to develop study skills in order to learn more effectively and with increasing independence.

#### Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of Mathematics and the curriculum, foster and maintain pupils/students' interest in the subject, and address students misconceptions.
- Demonstrate a critical understanding of developments in the Mathematics curriculum, and promote the value of scholarship.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English in all work produced.
- Demonstrate a clear understanding of appropriate teaching strategies for numeracy, problem solving and real life mathematics.



## JOB DESCRIPTION

### Plan and teach well-structured lessons

- Impart knowledge and develop understanding through effective use of lesson time.
- Promote a love of learning and children's intellectual curiosity.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

### Adapt teaching to respond to the strengths and needs of all pupils/students

- Know when and how to differentiate appropriately.
- Understand how a range of factors can inhibit pupils/students' ability to learn, apply this understanding to overcome these restrictions to learning.
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils/students' education at different stages.
- Have a clear understanding of the needs of all pupils/students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

### Make accurate and productive use of assessment

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- Make use of formative and summative assessment to secure pupils/students' progress.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Give pupils/students regular feedback, both orally and through accurate marking, and encourage pupils/students to respond to the feedback.

### Behaviour and safety

- Manage behaviour effectively to ensure a purposeful, stimulating and safe learning environment
- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the site, in accordance with the academy's behaviour policy.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to pupils/students' needs in order to involve and motivate them.
- Maintain good relationships with pupils/students, exercise appropriate authority, and act decisively when necessary.
- Carry out playground/bus and other duties as directed and within the remit of the current School teachers' pay and Conditions Document.
- Promote and safeguard the welfare of children and young people within the academy, raising any concerns by following the academy safeguarding policies and procedures.



## JOB DESCRIPTION

### Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the academy.
- Develop effective and collaborative professional relationships with colleagues, drawing appropriately on advice and specialist support.
- Deploy support staff effectively.
- Ensure that parents/carers and pupils/students are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning and well being.
- Provide the senior leadership team on request accurate, timely and coherent information about class, group or individual pupil/student progress and attainment in order to inform regular academy development planning.
- Carry out any such duties as may be reasonably required by the Headteacher.

### Team working and collaboration

- Participate in any relevant meetings/professional development opportunities which relate to the learners, curriculum or organisation of the academy including pastoral arrangements and assemblies.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments.
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the academy.
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document.

### Administration

- Register the attendance of and supervise learners, before, during or after sessions as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document.

### Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary and responding to advice and feedback from colleagues.
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your performance management.



## PERSON SPECIFICATION

### Qualifications and Experience

- Qualified teacher with QTS or recognised equivalent
- Teaching experience within the age range and/or subjects applying for (NQT status may also be relevant)

### Domain One: Qualities and Knowledge

- Creates a stimulating and safe learning environment.
- Establishes and maintain a purposeful working atmosphere.
- Plans, prepares and delivers the curriculum as relevant to the age and ability group/subjects taught
- Assesses and records the progress of pupils/students' learning to inform next steps and monitor progress.
- Demonstrates optimistic personal behaviour, positive relationships and attitudes towards all members of their school community.
- Demonstrates a commitment to equal opportunities and uses a variety of strategies and practices to promote inclusion in the classroom.
- Teaches using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers and to meet differing learning styles.
- Encourages children in developing self-esteem and respect for others.
- Deploys a wide range of effective behaviour management strategies.
- Communicates to a range of audiences (verbal, written, using ICT as appropriate).
- Demonstrates current knowledge and understanding of national and local education issues
- Contributes to a culture of collaborative working to develop professional practice.

### Domain Two: Pupils and Staff

- Develops in pupils/students a love of learning and a sense of inner confidence and self-belief that enables them to achieve high standards, overcoming disadvantage and advancing equality.
- Promotes a classroom environment that values the success and sense of wellbeing of each pupil/student, focused on safeguarding and developing their spiritual, moral, social and cultural development and exemplary behaviour.
- Demonstrates continuous self-directed development.

### Domain Three: Systems and Process

- Would be able to build upon current academy improvement plans.

### Domain Four: The Self-Improving School System

- Seeks opportunities to invite parents, carers, community figures and other organisations into classrooms to enhance learning.
- Demonstrates entrepreneurial and innovative approaches to classroom improvement.

### Personal Qualities

- Passionate about education.
- Approachable, enthusiastic and creative.
- Leads by example, demonstrating integrity, resilience and clarity.
- Committed to the L.E.A.D. principles.



Da Vinci Academy  
A L.E.A.D. Academy



## How to Apply and Visits

Should you have any questions regarding the role please contact Gemma Wilkinson, PA to the Headteacher on 01332 831515 or email on [gemma.wilkinson@davinci.derby.sch.uk](mailto:gemma.wilkinson@davinci.derby.sch.uk)

**To apply please visit our website: <http://www.davinci.derby.sch.uk>**

Please submit a fully completed application form, which can be found on our website, supported by a covering letter (no more than 2 sides of A4) which details your reasons for applying and how your experience meets the requirements outlined in this pack.

Completed application forms should be sent to [vacancies@davinci.derby.sch.uk](mailto:vacancies@davinci.derby.sch.uk)

Visits are highly recommended and warmly welcomed. To arrange an appointment, please contact Gemma Wilkinson on 01332 831515 ext. 230 or email [gemma.wilkinson@davinci.derby.sch.uk](mailto:gemma.wilkinson@davinci.derby.sch.uk)

**Closing date: Noon on 12th February 2018**  
**Interviews: 16th February 2018**  
**Start date: April 2018**