

KSA: Deputy Head of Music

Reports to: Head of Music
Start date: September 2018
Salary: Ark Main Scale (£28,514 - £38,807) + TLR 2a

Thank you for taking the time to find out more about King Solomon Academy Secondary School in Westminster and the possibility of joining us. Included in this information pack is information about the academy, and the role of Deputy Head of Music.

We are looking for a leader who is passionate about their subject to teach music to a high standard and contribute more widely to the life of the school's ground-breaking orchestra programme where all pupils learn a string instrument from the age of 8. Our ambitious goal is for all of our pupils to become highly accomplished and successful musicians in our string orchestra. We believe all pupils, with the right role models, expectations and teaching can learn to love and excel at playing a string instrument, irrespective of their starting point.

Our orchestra programme is unique. Rehearsals are the highlight of the week. The elite orchestra at the top of the school has toured Austria, Spain and nationally, bringing excitement and learning opportunities as well as a transformational culture to the pupils who play in it. Our approach is one of rigour and joy, inspiring pupils to love playing their instruments.

King Solomon Academy is achieving remarkable things. In our first four years of GCSE results we have regularly achieved nationally ground-breaking outcomes, including being the top 1% for pupil progress every year, and in three of the last four years we have been in the top 10 schools in the country.

KSA is rare in that it is a genuine all-through school. Our pupils join at 3 years old and stay with us until they are 18. By joining KSA you play a part in showing what is possible when children's education is seen as a long term commitment.

Professionally, it also provides teachers and leaders with a unique opportunity to have impact across all phases of learning.

To apply, follow the link at <http://kingsolomonacademy.org/vacancies> by **11am** on **Friday 23rd March 2018**. For an informal conversation about the role, please contact Shaheen Riaz, at s.riaz@kingsolomonacademy.org and 0207 563 6901.

We wish you the best with your application.

Yours sincerely,



Max Haimendorf
Principal

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The Role

To provide outstanding leadership, teaching and learning of music to ensure high attainment of their students, and the growing impact of the all-through orchestra programme.

Key responsibilities

- Build on current curriculum offer to extend and develop it further, leading on (a) specific phase(s)
- Foster and develop a musical learning community across the whole academy, building buy in from parents and other key stakeholders
- Model a nurturing classroom and school environment that helps students to develop as learners
- Helping to maintain/establish discipline across the whole academy
- Contribute to the effective working of the Academy

Outcomes and activities

Subject Leadership

The Deputy Head of Department will work in conjunction and under the direction of the Head of Music to undertake the following:

- Create and develop challenging and innovative schemes of work which are inspiring for learners and teachers alike.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Produce periodic assessments with marks schemes. Ensure assessments are moderated internally
- Ensure end of year assessments reflect each pupil's overall level which is both
- externally valid and provides an accurate baseline for the next academic year
- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions
- Work in collaboration with classroom teachers, SENDCO and Head of Department to ensure pupils receive high quality interventions
- Through observation and feedback, coach subject teachers to ensure excellent teaching and learning in all lessons, ensuring that classroom teachers are utilising best pedagogical practice

- Develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential

Teaching and Learning

- To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.
- To develop an exciting and motivating extra-curricular and enrichment offer including university links, trips and residential.

Academy Culture

- Help create a strong academy community, characterized by consistent, orderly and caring respectful relationships.
- Help develop a small school culture and ethos that is utterly committed to achievement.

Other

- Undertake other various responsibilities as directed by the Principal.

Person Specification: Deputy Head of Music

Qualification criteria

- Qualified to degree level and above
- Qualified to teach in the UK
- Right to work in the UK

Experience

- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject though schemes of work and extra-curricular activities etc.
- Experience of teaching across primary and secondary age ranges desirable (although not essential)

Skills and attributes

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:

Leadership

- Effective team worker and leader.

- High expectations for accountability and consistency.
- Vision aligned with KSA's high aspirations, high expectations of self and others.
- Genuine passion and a belief in the potential of every student.
- Motivation to continually improve standards and achieve excellence.
- Commitment to the safeguarding and welfare of all pupils.

Teaching and Learning

- Creative and highly skilled musician
- Excellent classroom practitioner.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Has good communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Alignment with KSA vision

- Relentless drive to do whatever it takes to ensure all students succeed.
- The belief that with the right environment more than 95% of our pupils are able to excel at University.
- The courage and conviction to make a difference.

Communication skills

- The ability to listen and communicate effectively.
- Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups.
- The ability to influence and motivate others.

Problem solving

- Identify, analyse and resolve problems and issues.
- Develop plans with concrete outcomes and effective solutions.
- Evaluate results and identify necessary actions.

Resilience

- Sustain energy, optimism and motivation in the face of pressure and setbacks.
- Stay calm in difficult situations and maintain clarity of vision.
- Be adaptable in the face of adversity.

Results and learning orientation

- Commitment to ongoing improvement and learning.
- Focus on achieving challenging goals and results.
- Resourcefulness and flexibility in delivering outcomes.

Other

This post is subject to an enhanced Disclosure and Barring Service check.