



Head of All-Through MFL

Candidate Information Pack



November 2020

Dear Candidate,

Since inception, King Solomon Academy has consistently been one of the highest performing non-selective schools in the country. We are redefining what is possible and we are seeking an exceptional leader of MFL, ready to lead the MFL department in our high-performing school and to contribute to achieving our mission. This is a unique opportunity to be part of showing what education can achieve, and demonstrate innovation and impact in your career.

We seek an enthusiastic and talented leader and teacher, ready to guide the curriculum and teaching in MFL and by doing so, to have a huge impact on the futures of our pupils. This is a role for a leader who is able to take on significant responsibility in a high performing school, both in primary and secondary.

We are looking for a leader who has a vision for what an excellent MFL education would look like for pupils aged 3 to 18; a leader who is able to deliver that vision through excellent planning, coaching and teaching. This leader will also need to monitor and evaluate the quality and effectiveness of all the different strands of MFL education at King Solomon Academy. The leader must be ready to commit to leading an extensive extra-curricular MFL programme which will enrich the lives of our pupils and help prepare them for university and beyond. The ability to teach French and Spanish is essential.

This is an exciting role in an exceptional school working alongside an inspirational team. All our pupils study French from Year 5 onwards, and make superb progress. We believe that our languages teaching is cutting-edge. With our all-through pupils we are confident that almost the entire year group will all achieve at least Grade 6 at GCSE, an impressive achievement given our school serves a deprived community with low attainment on entry. We welcome the arrival of an MFL leader who can learn from and build on what has already been achieved and motivate and inspire our exceptional team of MFL teachers.

French is brought to life at KSA by the engaging way it is taught. Our curriculum is rigorous and aims to deliver core knowledge and grammar through regular interleaving and repetition. Real world application permeates the curriculum: from exposure to authentic texts to learning about life in the trenches for a French soldier in World War 1. French is taught exclusively to the pupils at Key Stage 2 and 3, with Spanish introduced as an option in KS4. Being a pure all-through school, the Head of Department would be able to have the opportunity to lead the

learning of languages in Primary also, where the foundation of language acquisition is laid down.

In recent years our outcomes in French and Spanish at GCSE have been strong. In last year's results, with pupils who started French with us at Year 7, 52% of pupils achieved a 6 or higher, with 95% of our cohort sitting French GCSE. 20% of the cohort took Spanish, and 92% achieved an 7 or higher. We have a small but passionate provision at A-level in both French and Spanish, achieving well.

To apply, and to see more information about the school and this role please visit <http://kingsolomonacademy.org/current-vacancies>. The deadline is **11am** on **Thursday 10th December 2020**. To discuss the role, please feel free to email the Principal's PA, Shaheen Riaz (s.riaz@kingsolomonacademy.org) or phone on 020 7563 6901.

We wish you the very best with your application,

Max Haimendorf
Principal
King Solomon Academy

Principal

Max Haimendorf graduated from Oxford and joined the first cohort of the Teach First programme, teaching Science in West London. Following work at Teach First central office he joined the consultants Oliver Wyman where he worked in finance strategy. Whilst there he wrote about the importance of small schools in Teach First's first Policy Paper, Lessons from the Front. In 2008 he was appointed as Secondary Headteacher of King Solomon Academy, starting the Secondary part of the school in September 2009. He has now led KSA through two outstanding Ofsted inspections and to achieve the highest GCSE results in the country for a non-selective school in 2015. He became all-through Principal of KSA and Executive Principal of Ark Paddington Green Primary Academy in September 2016. He was awarded an OBE for services to education in the Queen's Birthday Honours of 2020.



“We are dedicated to doing whatever it takes to ensure each of our pupils has the chance to attend an academically rigorous university.”

Vice Principal

Siobhan Crompton graduated from the University of Cambridge with an BA in Modern and Medieval Languages and later completed a Masters' degree in Educational Leadership at The Institute of Education. She joined KSA in 2012 as a teacher and has since performed various roles in the school, including Head of All-Through MFL and Assistant Principal. She was made Vice Principal in September 2020 and leads on the curriculum and teaching and learning. Siobhan will line manage the Head of MFL.



Job Description: Head of All-Through MFL

Start date: January 2021 or April 2021 or September 2021

Salary: Leadership Scale dependent on experience

The Role

To lead a ground-breaking MFL department which is nationally recognised for its excellence and innovation.

Outcomes and Activities

Leadership of subject

- Develop innovative schemes of work which are inspiring for learners and teachers alike and feed into standards based assessments
- Produce periodic assessments with marks schemes
- Ensure assessments are moderated internally and externally
- 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 and SENDCO to ensure pupils receive high quality interventions
- Through regular observation and feedback, mentor subject teachers to ensure excellent teaching and learning in all lessons
- Ensure that classroom teachers are utilising best pedagogical practice for their subject
- Conduct termly evaluations of the quality of teaching and learning of individual classes and as a department, agreeing implementing and holding teachers to account on changes to teaching and learning
- Create and sustain a positive department culture, where teammates feel collectively supported and developed
- Assist in the recruitment and leading the training of MFL Tutor Fellows, trainees and other MFL staff

Teaching and Learning

- Meticulously plan and teach engaging and challenging lessons that pave the way for success in school and life
- Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons
- Set and mark appropriate homework

- Use regular, measurable and significant assessments of their teaching
- Complete all reporting on time
- Closely monitor progress and attainment of their pupils and use it to inform their teaching
- Provide content for and where necessary deliver high quality pupil interventions with direction from SENDCO
- Ensure that all pupils achieve or exceed academy targets
- Maintain regular and productive communication with parents about their child's progress, behaviour and development, including attending after school parent meetings as required
- Organise and participate in exciting and motivating trips and events
- Answer "homework help" phone calls from pupils

Other

- Undertake professional development as agreed with school leaders
- Perform additional duties and tasks required for the effective operation of the school, including: attending home visits, eating lunch with pupils, supervising silent sustained reading (DEAR), break supervision and gate duty
- Undertake other various responsibilities as directed by the Principal

Person Specification: Head of All-Through MFL

Experience

- Experience of raising attainment in a leadership role in a challenging school
- Evidence of continually improving the teaching and learning of their subject through CPD and coaching staff
- The Head of MFL must be able to teach French and Spanish to A-level.

Skills and attributes

We are looking for alignment to our KSA values or at the very least, a candidate's clear, demonstrable capacity to develop them:

“Aiming high”

- Evidence of sustained impact in middle leadership
- Prepares for success with excellent organisational skills
- Works hard to achieve goals
- Never gives up on ourselves, our teammates or our mission
- Willingness to play a full part in school life and go above and beyond to ensure success
- High energy and driven by a ‘whatever it takes’ attitude.

“Working together”

- Works effectively as part of a team
- Seeks out opportunities to build on own and others' strengths and helps others to be better through a culture of clear, kind feedback
- Makes a strong contribution to assessments and child-led planning

“Being kind”

- Able to create a safe, happy and successful environment for everyone in our community
- Shows gratitude
- Takes care of others
- Exhibits pride in achievements of self and others

“Leading the way”

- Has a passion for working with children
- Is a positive role model to others
- Is brave
- Shows initiative
- Feels passionate about creating a better future.

Other

This post is subject to an enhanced DBS check.