



Lead Teacher of Spanish

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 Spanish teacher, to work with the Head of All-Through MFL to lead Spanish provision 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 Spanish and by doing so, to have a huge impact on the futures of our pupils. This is a role for a teacher who is able to take on significant responsibility in a high performing school.

As we teach French from Year 5 to Year 11 to all pupils, the ability to teach French and Spanish is desirable. Spanish introduced as an option in KS4. Being a pure all-through school, we have strong specialist teaching of French in Primary also, where the foundation of language acquisition is laid down. This sets our pupils up for success at GCSE and A-level.

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.



Job Description: Lead Teacher of Spanish

Start date: January 2021 or April 2021 or September 2021

Salary: MPS / UPS + TLR 2a

The Role

To provide outstanding leadership, teaching and learning of Spanish to ensure high attainment of their students.

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
- Work with the Head of All-Through MFL to ensure that classroom teachers are utilising best pedagogical practice for their subject
- Maintain regular communication and collaboration with their Ark subject network

Teaching and Learning

- Build on the current Spanish curriculum to extend and develop it further
- Devise and implement school wide standard based assessment programme for subject area
- Model a nurturing and structured classroom and school environment that helps pupils to develop as learners
- Model excellent pupil discipline and culture inside their classroom and across the whole academy
- Contribute to the effective working of the academy
- Be held accountable for all curriculum direction, teaching quality, and pupil attainment in their subject area
- Provide 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

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: Lead Teacher of Spanish

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
- Evidence of leading and/or teaching KS5 MFL is desirable

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.