

Maths Mastery Curriculum Development Lead

Information Pack
January 2012



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Dear candidate,

We are delighted you are interested in learning more about ARK Schools and the role of Maths Mastery Curriculum Development Lead.

ARK Schools is a fast growing education charity seeking to establish an outstanding network of inner city academies. With eleven academies open, a further two secondary schools confirmed for September 2012, a number of primary academies set to open and an expectation that we will double in size over the next five years – this is a unique opportunity to join a thriving organisation.

To meet our high aspirations for every pupil within the ARK network, we have developed a pioneering approach to teaching mathematics in England. Our approach is based on the curricular principles of Singapore, one of the most consistently high performing nations within the field of mathematics over the past 30 years, adapted to the needs of our pupils. There is a clear need to create a sustainable model of school-based, school-led professional development and change management, in order to demonstrate the effectiveness of this approach, and ensure it benefits pupils within and beyond the ARK network of schools.

We are now seeking to appoint an outstanding candidate (initially on a two year fixed term contract due to funding) to work alongside the Director of Mathematics and develop and implement a curriculum, teaching resources and professional development programme for schools to ‘pioneer’ the Maths Mastery approach. The programme will initially commence with 50 primary schools from September 2012, then 50 secondary schools from September 2013, and has potential to expand thereafter.

The purpose of this role is to help run an excellent programme for schools within and beyond the ARK Schools network - and improve the life chances of children through improving their attainment in mathematics. This will be done through developing leading edge teaching resources and training materials primary schools choosing to adopt the approach. The Maths Mastery Curriculum Development Lead will be a very important member of a small team and work extremely closely with the Director of Mathematics and Project Manager. They will have the opportunity to make a real difference and develop in a fast paced and growing organisation.

For further information please visit www.arkschools.org. To apply, please go to <https://application.arkschools.net/?r=FRwVnhp7> to upload your CV and covering letter. Applications should be made by no later than **9.00 am** on **Thursday 2nd February**.

To discuss the role further please contact Holly on 0203 116 0894 or holly.harris@arkonline.org, we would be happy to discuss any aspect of the role or your application with you.

We look forward to hearing from you.

Yours sincerely,



Lucy Heller,
Managing Director

About ARK Schools

ARK Schools runs a network of eleven academies in London, Portsmouth and Birmingham. ARK Schools was created in 2004 to work with the Department for Education and local authorities to create new schools offering exceptional opportunities to children in inner cities through the academies programme.

Our aim is to help close the achievement gap between children from disadvantaged and more affluent backgrounds. Our academies focus on raising attainment so that every pupil has a real choice of going on to higher education when they complete school. Our schools are non-selective, community schools for local children. They are non-denominational other than where they replace a school that previously had a religious affiliation. ARK's academies are generally situated in deprived urban areas – just under half of pupils at ARK secondary schools are on free school meals, compared to around 15% nationally.

The ARK Schools Network

ACADEMY	BOROUGH	OPENED	AGE	OFSTED	
				Predecessor school	Section 5 inspection
Burlington Danes	Hammersmith	2006	11-18	Special measures	Good
King Solomon	Westminster	2007	3-18	New school N/A	Outstanding
Walworth	Southwark	2007	11-18	Satisfactory	Good (with outstanding capacity to improve)
Globe	Southwark	2008	3-18	Special measures	Good (with outstanding capacity to improve)
Evelyn Grace	Lambeth	2008	11-18	New school N/A	Satisfactory
Ark	Brent	2008	3-18	New school N/A	Outstanding
Charter	Portsmouth	2009	11-18	Notice to improve	Good (monitoring visit)
St Alban's	Birmingham	2009	11-18	Good	Outstanding
ARK Atwood Primary	Westminster	2011	3 – 11	New school N/A	Pending
ARK Conway Primary	Hammersmith	2011	3 – 11	New school N/A	Pending
ARK Oval Primary	Croydon	2011	3 – 11	Special Measures	Pending

New Schools: Three new secondary schools will be opening in 2012 as part of the ARK Network: Isaac Newton Academy located in Redbridge in Essex and Bolingbroke Academy located in Wandsworth in London. A number of primary schools will also be opening as part of the Network, in London and Birmingham.

Our Vision

Our vision is to create a group of outstanding schools that radically improve our pupils' life chances. We want every pupil at an ARK academy to do well enough by the age of 18 to go to university or pursue the career of their choice. To achieve this we prioritise six key principles across our schools:

1. HIGH EXPECTATIONS

We set exceptionally high expectations for all our pupils which we reinforce constantly as they go through school. We believe every child can realise their potential with the right teaching and support.

2. EXEMPLARY BEHAVIOUR

Our schools are characterised by a respectful and orderly environment, where teachers can focus on teaching and pupils on learning.

All our schools aim for uninterrupted teaching and learning to make exceptional achievement possible. We don't accept excuses and we don't make any either.

3. EXCELLENT TEACHING

Nothing is more important than excellent teaching, underpinned by high quality professional development. We make intelligent and appropriate use of data to improve teaching and the curriculum and to ensure that no child is left behind. We draw on evidence and experience of the best ways to achieve excellent outcomes for all children.

4. MORE TIME FOR LEARNING

Our longer school day provides more time to embed core subjects and to extend the curriculum through enrichment. Our curriculum is planned to provide pathways from any level at entry to high achievement at exit.

5. DEPTH BEFORE BREADTH

A strong command of English and mathematics is a vital foundation for the whole curriculum. We prioritise depth before breadth, so that all pupils secure firm foundations in these core subjects as early as possible.

6. SMALL SCHOOLS

ARK academies are organised as small schools so that every pupil knows and is known well by every teacher within their small school. Positive relationships between pupils reinforce a culture of excellent behaviour and commitment to learning.

Achievement to Date

Secondary results

- ARK Schools has secured a fifth year of improved GCSE performances across its academies. ARK's five academies with GCSE results achieved an average rise of 11 percentage points over last year.
- Since each school opened as an ARK academy the average annual increase in pupils achieving five GCSEs at A*-C including English and mathematics is also 11 percentage points.
- ARK academies are now outperforming national attainment in the key subjects of English and mathematics. In mathematics, 73% of ARK pupils achieve A*-Cs compared with 59% of pupils nationally. In English 69% of all ARK pupils now achieve A*-C grades, compared with 65% nationally.
- Overall 61% of our pupils achieved five good GCSEs with English and maths, ahead of the national level of attainment (58%, 2011).

% pupils passing 5 GCSEs A* - C (including English and Maths)	Opened	2009	2010	2011	Percentage point increase 2010 - 2011	Average annual percentage point increase since opening as ARK academy
Burlington Danes	2006	50	67	75	8	9
Walworth	2007	45	59	70	11	11
Globe	2008	35	42	45	3	6
St Alban's	2009	31*	50	67	17	19
Charter	2009	21*	24	39	15	9
Average across ARK Schools					11	11

*Denotes result for predecessor school

Primary results

- At King Solomon, Ark and Globe Academies key stage one pupils achieved results well above local and national averages in every subject in 2011. Despite starting from relatively low baselines, an average of 68% of pupils reached level 2a across their subjects, compared with 43% of pupils in primary schools nationally.
- In Globe Academy 93% of pupils achieved Level 4+ in English and maths - 10% above the national average.
- King Solomon Academy and Ark Academy are both rated as 'outstanding' by Ofsted.

Sixth form results

- More than two thirds of ARK's first Sixth Form cohort, at Burlington Danes Academy, secured places at their first choice university. Students are going to leading institutions including Warwick, Bristol and King's College London.

ARK Schools staff benefits

We are committed to recruiting, developing and supporting excellent staff within the network. Alongside our continued focus on professional development through the Summit, Hub Days and the Training Menu we also offer a variety of other benefits. These benefits have been chosen to help our employees develop professionally, plan their finances and look after their wellbeing.

MA bursary - ARK Schools offers teaching staff the opportunity to further their knowledge and understanding of education through a subsidised part-time MA at King's The MA bursary covers the majority of the circa £4,000 course fee, with teachers expected to contribute just £1,000.

ARK Rewards – ARK Schools has a discount scheme for all employees. Employees can access up to £1,000 in savings a year from over 3,000 major retailers, receive up to 40% discounts at a wide variety of gyms and sign up for a money back healthcare programme.

- **Discounts** – Save up to £1,000 a year through store discount cards, or cashback with online shopping.
- **GymFlex** – Save up to 40% at your local gym.
- **Healthcare** – This low cost plan gives you money back towards the cost of your optical bills, dental costs and consultations.

Interest Free Loans – ARK Schools offers employees up to £5,000 in interest free loans for season ticket or bicycle purchases.

Childcare Vouchers – All employees are eligible for tax free childcare vouchers as part of a salary sacrifice scheme.

International development opportunities – In spring 2011 the mathematics leads from across the network visited Singapore in order to examine and share best practice. There have also been on several other trips this year – the staff from King Solomon Academy visited the best charter schools in New York and the primary leaders from across the network also visited various charter schools in New Orleans.

Suggest a Candidate Scheme – ARK Schools rewards employees for nominating candidates who are successful in being offered (and accepting) a role in an ARK School.

Job Description: Mathematics Mastery Curriculum Development Lead

- Reports to:** Director of Mathematics
Start date: September 2012 (possibly earlier depending on candidate)
Salary: Highly competitive, negotiable depending on experience
Contract: Full time or part time, 2 year fixed term contract with possibility of extension pending funding

Mathematics Mastery

To meet our high aspirations for every pupil in the ARK network, we have developed a pioneering approach to teaching mathematics in England. Our approach is based on the curricular principles of Singapore, one of the most consistently high performing nations within the field of mathematics education over the past 30 years, adapted to the needs of our pupils. From our initial pilot, we have early indications that this will be a successful method. We have also begun to find out the best ways to support schools in implementing the approach, and the key challenges to so doing. We intend to fully integrate teacher professional development and lesson planning through an innovative bespoke on-line planning tool that incorporates training videos and other resources.

We are now seeking to appoint an outstanding candidate (initially on a two year fixed term contract due to funding) to work alongside the Director of Mathematics to develop and implement a curriculum, teaching resources and professional development programme for schools to 'pioneer' the Maths Mastery approach. The programme will initially commence with 50 primary schools from September 2012, then 50 secondary schools from September 2013, and has potential to expand thereafter.

About the role

The purpose of this role is to help develop excellent curriculum, teaching and training resources for primary and secondary schools within and beyond the ARK Schools network - and improve the life chances of children through improving their attainment in mathematics. This will be done through ensuring that the curriculum and training materials offered (both on-line and in person) are of exceptionally high quality.

The Maths Mastery Curriculum Development Lead will be a very important member of a small team and work extremely closely with the Director of Mathematics, Primary Professional Development Lead and Project Manager. They will have the opportunity to make a real difference and develop in a fast paced and growing organisation.

This job brief illustrates an overview of the roles and responsibilities but it is not an exclusive list of responsibilities.

Key Responsibilities

- Develop and implement dynamic web-site for teachers. This will centre around ongoing professional development, and will integrate on-line training videos, lesson plans, teaching presentations and student resources. This is core to the programme's success.
- Monitor and evaluate the curriculum and on-line training materials for the Mathematics Mastery approach, using evaluation and feedback to inform the strategic development of the approach.
- Identify and research best practice locally, nationally and internationally in order to refine or bespoke the Mathematics Mastery approach
- Work with the Director and Project Manager to ensure Mathematics Mastery team resources (human and financial) are deployed effectively and matched to specific needs
- Showcase programme effectiveness through publications and web articles on a regular basis

- Monitor and report on effectiveness and impact of the programme to the Director of the Mathematics Mastery programme, ARK Schools' senior team and Board (as necessary)
- Undertake various other responsibilities as directed by the Director of Mathematics

Person Specification: Maths Mastery Professional Development Lead

Qualification Criteria

- Strong mathematics education background including a mathematics degree or equivalent
- Qualified to teach in the UK.
- Advanced Skills Teacher qualification or interests as an aspiring Advanced Skills Teacher is preferable

Experience

- Proven record in delivering outstanding achievement in mathematics, particularly for pupils with low prior attainment in challenging urban schools
- Experience of:
 - providing professional development to teachers, including coaching, mentoring and training
 - creating innovative and research-based schemes of work and lesson plans
 - creating teaching and training tools and resources (on-line preferable)
 - sharing curriculum resources on-line
 - experience working with on-line education resource providers
 - working with other mathematics educationalists locally, regionally and nationally
 - leadership or programme development in a mathematics or education related organisation

Behaviours, knowledge and skills

Leadership

- Excellent interpersonal skills and ability to manage and motivate others
- Good communication, presentation, planning and organisational skills
- Effective team member and leader
- Motivation to continually improve standards and achieve excellence
- Vision aligned with ARK's high aspirations and expectations of self and others
- Genuine passion and a belief in the potential of every pupil
- Commitment to the safeguarding and welfare of all pupils

Teaching and Learning

- Excellent classroom practitioner with recent experience of delivering results
- Up to date knowledge of the current mathematics curriculum and assessment requirements.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice

Website development

- Confident with a range of on-line learning tools and able to evaluate providers
- Familiarity with designing web-sites and web-site management is preferable
- Familiarity with programming languages is preferable

Other

- This post is subject to an enhanced Criminal Records Bureau disclosure