



**Teacher of Spanish
Candidate Pack**



Dear Colleague,

Do you want to be part of something exceptional?

Thank you for your interest in joining the team at Route 39 Academy. Before you go further I will warn you that this will not be easy but I also promise that it will be fun! We are a group driven by our passion for learning and a commitment to each and every individual in our community.



I firmly believe that the time has come for education in this country to move forward into the 21st century. At Route 39 Academy we are designing a school from scratch; this is a unique opportunity to really make a difference. I am looking for colleagues to join our existing team who share the same vision and values and will work hard to make our Academy the very best it can be.

As a member of the team you will help develop the learning approach and the curriculum that will bring alive our ethos of Engage – Respect – Aspire and set the standard for years to come. We aspire to be a school that others look to for inspiration.

I look forward to receiving your application.

Regards

A handwritten signature in blue ink that reads "JKelly". The signature is written in a cursive, flowing style.

Jordan Kelly
Principal, Route 39 Academy



The Advertisement

Key information

Applications are invited from teachers of Spanish

Closing date for applications: Noon, Tuesday 28th March 2017

Salary: in line with national pay scales

Location: Clovelly, north Devon

Contract type: Negotiable

Contract term: Permanent

Contract starts: September 2016

Interviews: Week commencing 24th April 2017

Route 39 Academy

Do you have the ability to think outside the box? Do you welcome challenge and innovation? Would you like to join a small, dynamic team of committed teachers and help to shape a growing school? We are looking for colleagues with a track record of achievement who are able to contribute to all aspects of Academy life. Applicants should be able to demonstrate inspirational teaching and be committed to achieving outstanding outcomes for all students.

Route 39 Academy is a brand new 11-18 state 'free' school that opened in September 2013. We are in our fourth year and currently have 140 students aged 11-15, some of whom have already embarked upon GCSE level study. We are a new choice for North Devon and take a 21st century approach to learning. We are building a brand new school in Bucks Cross, opening in summer 2018, which will enable us to expand to 700 students, and incorporate a sixth form.

We are seeking to appoint passionate and engaging teachers who are not constrained by the traditional approach to secondary education. People who see connected learning and strong relationships as the key to success and have high aspirations for the young people they work with.

Route 39 Academy has a specialism of personalisation with an extended school day. Spanish is an integral part of both the curriculum and the extended opportunities that our longer school day allows. Spanish is delivered through Project Based Learning for all students who have their own personal Google Chromebooks. We are currently delivering Spanish GCSE with our first students sitting in Summer 2018. There will be opportunities to deliver further MFL based courses at both KS4 and KS5 for the successful applicant. We want our students to make the most of the local environment and see the classroom extending beyond the four walls of the school.

Route 39 Academy is a Free School with its own terms and conditions. Staff are valued and given time during the week for collaboration and their own learning and progression. Applications are welcomed from newly qualified teachers and experienced teachers alike.

North Devon is well-known for its rugged coastline, stunning views and Area of Outstanding Natural Beauty. Its numerous beaches and surrounding countryside offer perfect opportunities for relaxation and tranquillity, as well as active pursuits such as hiking, cycling, surfing and diving. The area consists of small rural villages, with neighbouring small market and coastal towns. Local employment is mainly in tourism and farming, but there is increasing diversification as more young families move into the area. There is a range of thriving primary schools, and a strong and vibrant local community.

As an equal opportunities employer we are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. An enhanced DBS check, proof of qualifications and a medical check will be required of the successful applicant. We aim to attract the best educators to The Route 39 Academy and are committed to support the continuing development of their skills.

For more information, please visit our website: www.route39.org.uk

How to Apply

To apply, candidates should submit the following:

- An Application Form, which must be completed in full. We cannot accept CVs. Application forms can be downloaded from our website – www.route39.org.uk.
- A Personal Statement of no more than two sides of A4. Include in your statement which subjects you would be able to teach and to what level.

Please save your Application Form and Personal Statement in Word (.doc or .docx) format. If you require any assistance, please contact Michelle Carter, Principal's PA, as below. For more information about this position or to arrange an informal discussion about your application with the Principal, please contact Michelle Carter (email pa@route39.org.uk or phone: 01237 431 969).

Please note we will request references for candidates selected to attend interviews within two days of drawing up the final list.

Completed application forms and personal statements should be emailed to pa@route39.org.uk.

Job Description

Job Title

Teacher of Spanish

Reports to

Director of Curriculum

Job Purpose

To contribute to the development of a strong, effective academy with an emphasis on promoting a culture of educational excellence, within a caring and secure environment enriched with the values of engage, respect, aspire which extends beyond the academy into the wider community.

To develop, maintain and enhance a curriculum which, at all phases, offers relevant, challenging and extended opportunities for academic and personal development helping to ensure that all students and staff achieve their personal best and that students maintain progress into the next phase of their learning.

Teaching and Learning

- Teach Spanish within the Route 39 Academy Curriculum Guidelines
- To deliver excellent lessons week in, week out
- To peer coach others to deliver excellent lessons week in, and week out
- To provide on-going, specific and personal feedback to students on a regular basis
- To observe outstanding peers in order to improve your practice
- To have an 'open door' policy so colleagues can observe your lessons
- To have the skill and flexibility to deliver excellent lessons in new ways, in new settings and with new curriculum content
- To plan for outstanding lessons across a scheme of work, a term, a year and across different ages
- To understand progression and be able to assess against benchmarks
- To be skilled at using data to plan learning and interventions for individual students
- Maintain resources to the required safety standards and renew, as necessary within the budgetary allowance

Curriculum

- To develop a curriculum where students are excited and see the relevance and connections of their learning
- To use debate and enquiry to further student understanding
- To set up the systems, routines and high standards of a new curriculum
- Develop and implement a strategy for teaching the curriculum
- To use data to intervene where there is underachievement
- To develop high quality schemes of work and lesson plans
- To enrich the curriculum with outside visits, speakers and events

A new pedagogy

- To plan and deliver inter-disciplinary projects which bring together knowledge and skills, are focused on real-world enquiries and which culminate in a high quality end product
- To deliver 1:1 coaching sessions with students each week focusing on the specific areas they need to address to improve
- To coach a group of 12 to 18 students and develop their aspirations and professionalism
- To be interested in new ways of delivering our curriculum in the community, in the countryside, in different learning spaces
- To organise trips and exchanges to further children's understanding
- To contribute to and run extended curriculum opportunities
- To ensure that learning habits underpin each and every learning experience
- To be innovative at using new technology to enhance learning
- To support student study (independent and collaborative)

Learning and collaborating

- To be a creative and deep thinker about pedagogy
- To work with colleagues to plan the whole academy's curriculum
- To reflect constantly on what and how children learn
- To work with colleagues to address particular learning challenges
- To be immersed both in your subject specialism and the literature around how children learn
- To be interested in cutting edge techniques and research
- To ensure effective communication with parents so that they can support the academy and their child

Leading Teaching and Learning

- To be accountable for student performance
- To employ effective monitoring and tracking systems to ensure all children are making progress
- To monitor the effectiveness of learning and teaching
- To devise exciting learning led projects with other staff
- To keep up-to-date with the latest developments in education and research
- To build partnerships with outside organisations
- To ensure other subjects are integrated into rich learning experiences
- Team-working and collaboration
- Participate in any relevant meetings and professional development opportunities that 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 professional development of other teachers and support staff, including the induction and assessment of new teachers and teachers serving induction periods
- Take part as required in the review, development and management of the extended curriculum
- To attend team meetings and contribute to the strategic direction of the academy
- Cover for absent colleagues as required by the Principal

Other Professional Requirements

- To carry out other reasonable tasks from time to time as directed by the Principal

This job description is likely to evolve over time following consultation between the job holder and the Principal. It forms part of the contract of employment for the person appointed to the post.

Person Specification

Essential	Desirable
Qualifications and Training How assessed: application form	
<ul style="list-style-type: none">• Qualified Teacher Status• Degree qualification in your teaching specialism	<ul style="list-style-type: none">• Evidence of recent and relevant continuing professional development and study• Evidence of teaching a second subject
Experience How assessed: application form; personal statement; references; interview	
<ul style="list-style-type: none">• An excellent teacher, achieving the 'Teachers' Standards'• Evidence of taking responsibility for own professional development• Evidence of outstanding teaching skills - having an impact on students' learning, raising achievement and adding value• Teaching to GCSE and A Level• Knowledge of current developments in teaching and learning• Evidence of working with other professionals as part of a team	<ul style="list-style-type: none">• Experience of using ICT in innovative ways• Experience of personal involvement in extra-curricular activities• Experience and knowledge of TLO Learning Habits• Experience and knowledge of restorative approaches• Experience and knowledge of coaching• Experience of teaching literacy

Essential

Desirable

Knowledge & Professional Qualities

How assessed: personal statement; assessed tasks; interview; references

- Ability to identify and develop inspirational learning experiences
- Ability to make informed use of assessment to differentiate learning
- Ability to use ICT effectively to support and enhance learning
- Ability to use information and data to raise achievement
- Ability to identify and implement effective strategies for intervention

- Ability to drive a minibus
- An understanding of Human Scale Education, its principles and ethos
- Ability to lead INSET sessions

Personal Qualities

How assessed: personal statement; assessed tasks; interview; references

- Resilient
- Enjoys a challenge
- Sees opportunities rather than difficulties

- Ability to anticipate problems and identify opportunities