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Executive Principal: Mrs. Philomena Marshall, MA

Excelsior Academy



7th June 2010

Academy-wide Development Leader for Mathematics at KS4 and KS5 Leadership Pay Spine L11

Dear applicant,

Thank you for your interest in this exciting and challenging role.

This is a key role at Excelsior. The National challenge that we inherited is significant. For many years the percentage of pupils achieving 5+ A* - C with Mathematics and English at our predecessor school has been in the low/ mid teens. Our challenge is to improve from 12% achieved by last year's Y11 cohort who joined Excelsior more than half way through their course in September 2008.

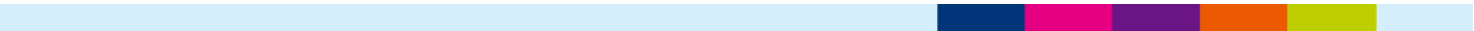
Significant progress has already been made in raising standards in Mathematics and reaching National Challenge targets for this year and beyond. This year's Y11 have already exceeded year end expectations in their performance at early entry stage. However there is still much work to be done. In recognition of this Governors offer performance related pay enhancement and bonus payments.

Excelsior Governors are looking for an inspirational teacher and leader of Mathematics with a proven record of raising standards of achievement and attainment at KS4. This role will appeal to teachers who have good leadership potential, are able to identify and develop best practice, are able to support the professional development of colleagues in teaching and learning - particularly in Mathematics, can rise to the challenge of working in a unique Academy that supports and encourages staff to think outside the box and who have potential and ambition to develop as Senior Strategic Leaders.

The successful candidate will be a member of one of Excelsior's four 11 – 16 schools where the majority of their teaching commitment will take place. In addition s/he will work with teachers of Mathematics at KS4 in all four 11- 16 schools. S/he will also be responsible for leading the development of Mathematics in the Sixth form (Excelsior College) including teaching to AS and A level. Mathematics at Excelsior College is in its early stages of development.

A diagram of Excelsior's unique management and staffing structure is enclosed. Our structure enables middle and senior leaders the autonomy to develop their area of expertise in a way that a traditional subject department structure doesn't. There are four autonomous development leaders with a responsibility for aspects of Mathematics at Excelsior, one placed in each of the 11- 16 schools.

- KS4 and KS5 Mathematics (this vacancy)
- KS4 Numeracy
- KS3 Mathematics
- KS3 Numeracy



While each Development Leader is responsible and accountable for their area of development, they are expected to share practice and ensure that there is continuity in developments.

In addition Excelsior's Subject Development Leaders have the opportunity to develop wider whole school leadership and management skills through playing a key role in supporting their Senior Strategic Team in the strategic leadership and day to day management of their school.

To apply for this post please submit

- A comprehensive CV detailing you education, qualifications and experience to date and including the contact details of two referees, one of whom must be your current or most recent employer.
- A letter of application (no more than two sides of A4) identifying the key challenges of this role, how you might respond to them and how your experience to date has prepared you for this.

Please submit your application either by e mail to Elizabeth.crawford@excelsiornewcastle.org.uk or by hard copy to Excelsior Academy marked for the attention of Elizabeth Crawford at the address above. Closing date for receipt of applications is 3.30 on Friday 25 June 2010.

I look forward to receiving your application.

Yours sincerely,

P. M. Marshall
Executive Principal