



MAESTEG SCHOOL
DIRECTOR OF LEARNING - MATHS AND NUMERACY
(TLR 1C)
APPLICATION PACK



MAESTEG SCHOOL

Required for September 2024

DIRECTOR OF LEARNING – MATHS AND NUMERACY (TLR 1C)

This is an excellent opportunity to become a key member of our school which continues to strive to offer the very best education to its students.

The Governors wish to appoint an ambitious, innovative and talented leader who is committed to raising achievement and provision in Maths and shares the vision of excellence within Maesteg School. The development of Maths continues to be a central aspect of school development and both the Governors and the Senior Leadership Team are committed to ensuring that the Maths Faculty is supported and developed to achieve excellence in standards, provision and leadership. The Maths Leadership Team also includes a Deputy Director of Learning and a Teaching and Learning Champion.

We offer an extensive CPD programmes and fully invest in the development of our staff. This includes an 'Aspiring SLT Programme', which offers participants a blend of workshops, mentorship and the opportunity to lead on an aspect of the School's Improvement Plan. We also support staff in gaining external qualifications in Leadership and Management.

We would strongly encourage any interested candidates to arrange a visit as part of their application process and are happy to arrange this at your convenience for the week commencing Monday 8th April. We are also happy to receive any further questions you may have about this role or your application.

The main aspects of the role are:

- To provide strategic leadership for the development, monitoring and evaluation of the Maths Faculty;
- To promote and secure high achievement for all students in Maths and Numeracy;
- To lead on the Teaching and Learning of Maths, securing excellent provision for all students;
- To work as part of the Middle Leadership Team, influencing and contributing to wider decision making.

Information via:

Email: admin@maestegschool.bridgend.cymru

*Application pack (including application form) are in Word format and will be forwarded to applicant via email, **please return via email.***

Closing date for applications: Monday, 15th April - 9am

Applicants are requested to note that the successful candidate will be required to agree to an enhanced criminal record clearance being undertaken



Dear Candidate,

I am delighted to welcome you to Maesteg School. We are a vibrant, popular school in the Llynfi Valley committed to providing an outstanding education for all our students. The school is in a pleasant rural setting conveniently situated just off the M4 between Swansea and Cardiff in the borough of Bridgend. The school is a community-focused school and enjoys close relationships with our 6 partner primary schools and benefits from a supportive close-knit community. We are a co-educational 11-18 schools with almost 1200 pupils, 200 of those in the 6th form. Currently over 30% of our pupil population is entitled to free school meals and around 55% of the population live in the most deprived areas in Wales. Fundamental to the way we work here is in removing barriers to learning. To that end we look to recruit staff who have a strong moral purpose and passion for education who understand that excellent pupil/teacher relationships are at the heart of everything we do to ensure success for our young people.

We want the very best for the children in our care to provide a learning environment where every child has the opportunity to succeed and thrive as an individual. Our simple motto is 'Motivated to Strive'. This means that we place significant emphasis on creating a disciplined learning environment where everyone is expected to work hard and make a contribution to Maesteg School Life. We expect our students to work hard at school and at home. We want them to acquire a love of learning, deep knowledge and skills that will equip them to survive and succeed in 'life after school.' We expect our students to explore ideas, to question concepts and debate opinions. We want to develop students who are confident communicators who can speak in front of others and write competently for a range of audiences and purposes. Our students will aspire to be resilient problem solvers who will accept that failure is an essential part of the learning process. They will be numerate and digitally competent and they will celebrate cultural diversity alongside their Welsh identity.

We are currently in the privileged position of being described as a school with very good prospects for continued improvement. In recognition of the work we have done to improve standards by developing an innovative curriculum and an excellent staff development programme, we have become a Lead Partner School with Swansea University and as a result of our work as a 'Pioneer School', we have adopted the new Curriculum for Wales for September 2022 with our current Year 7 cohort.

Our curriculum ensures that every student is offered a wide range of subjects and opportunities to succeed. Although we value academic achievements, equally important to us are the wider aspects of school life such as sport, music, drama, and creative arts. All our students are encouraged to participate in our extensive after school programme which encourages them to explore and make the most of their talents. To this end, we particularly welcome applications from staff who can contribute to and continue to develop our extra-curricular programme.

Maesteg School is a highly inclusive school where we pride ourselves on knowing each and every child as an individual. Our House structure and superb pastoral systems, ensure that every child is valued and that Wellbeing is at the heart of everything we do. Our school is a warm, caring community with excellent relationships between students and staff. We aim to develop ambitious, optimistic young people who leave our establishment proud of their achievements, proud of their community and proud of themselves.

Our 6th form is highly successful with students pursuing Higher education courses, apprenticeships and careers which include medicine, law, journalism, computing and engineering. Those students who aspire to Oxbridge are supported through the rigorous selection process via a bespoke support programme to ensure that they are thoroughly prepared for the challenges ahead.



Our teachers are ambitious for success in terms of pupil outcomes and their own professional development. Continued Professional Development is carefully planned for and developed as career progression is both expected and encouraged at Maesteg School. We have a thorough induction programme and developed a bespoke training package for our NQTs.

I feel honoured and privileged to lead Maesteg School and I am proud of the many and varied achievements of our staff and students. I am confident that should you choose to apply for a position in our school, you too will want to become a part of our happy, ambitious and successful school.

Thank you for taking an interest in our school. I look forward to hearing from you. Good luck!

Mrs H. Jones (Headteacher)



MAESTEG SCHOOL - JOB DESCRIPTION DIRECTOR OF LEARNING - MATHS AND NUMERACY - TLR1C

Main Aspects of Role:

- To provide strategic leadership for the development, monitoring and evaluation of the Maths Faculty.
- To promote and secure high achievement for all students in Maths and Numeracy.
- To lead on the Teaching and Learning of Maths, securing excellent provision for all students.
- To work as part of the Middle Leadership Team, influencing and contributing to wider decision making.

Specific responsibilities for include:

To provide strategic leadership for the development, monitoring and evaluation of the Maths Faculty

- To create, implement, monitor and evaluate a vision for Maths and Numeracy within the School, in line with the School's values.
- To use Faculty evaluation to identify areas for improvement for inclusion in a Faculty Improvement Plan, taking account of whole school issues and improvement priorities.
- To ensure a culture of continuous self reflection, evaluation and support for individual staff within the Faculty as a whole.
- To contribute to whole school development by active membership of relevant staff groups, for example, the Raising Standards team.
- To promote and innovate classroom practice to improve learning and further enhance student progress.
- To manage the Faculty capitation to demonstrate impact on pupils' outcomes and experience and in line with the school's financial procedures.
- To act as performance management team leader for other members of the Faculty in line with school policy. This involves directly leading and managing other TLR holders in the Faculty, working with them to enhance the effectiveness of the Maths Faculty team.
- To be responsible for the day to day management for all staff in the Maths Faculty team including support staff and supply teachers when necessary.
- To implement meaningful change where evidence shows it is required.

To promote and secure high achievement for all students in Maths and Numeracy

- To contribute to the identification and setting of appropriate progress and attainment targets for individual student and groups of students within Maths and Numeracy.
- To monitor and evaluate progress towards targets, ensuring the identification and implementation of suitable intervention strategies for individual students or groups of students. Interventions strategies may include: after-school revision; Easter revision; and booster classes.
- To evaluate the effectiveness of teaching and other strategies in achieving targets using appropriate methods and data.
- To monitor planning, skills development and curriculum coverage for each Key Stage within the Faculty.
- To provide the Leadership Team with robust, reliable and useful performance data as required for Maths and Numeracy, groups of learners, year groups and individual students.

To lead on the Teaching and Learning of Maths, securing excellent provision for all students

- To monitor and evaluate standards of teaching and learning using a variety of approaches, including lesson observation, book sampling and regular Faculty Review.
- To create a climate for learning and achievement within Maths and Numeracy which promotes progress and supports Maesteg Schools' philosophy.
- To improve the quality of teaching and learning by enabling, supporting and contributing to programmes of continued professional development.



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- To identify staff development needs and ensure appropriate programmes are designed with the aim of meeting these needs.
 - To be an excellent classroom practitioner and leader of learning, acting as a role model for others.
 - To promote the involvement of students in the evaluation of their own learning, ensuring that they understand the criteria and skills for achieving future personal success.
 - To be aware of all initiatives and developments in the teaching of Maths and Numeracy and in teaching in general; to embrace and develop innovative, non-traditional approaches to the Maths curriculum in order to ensure appropriate access and achievement for all students.
 - To ensure all staff are familiar with and confident in delivering the school's teaching and learning policy and growth mindset ethos.

To work as part of the Middle Leadership Team, influencing and contributing to wider decision making

- To contribute to evaluative activities both within the Faculty and outside of it (e.g. through Peer Review) to improve provision and outcomes across the school.
- To build networks within and outside of the school to ensure collaboration is a key aspect of Faculty improvement.
- Where appropriate, to lead on CPD activities to support the development of teaching and learning.



DIRECTOR OF LEARNING - MATHS AND NUMERACY

PERSON SPECIFICATION

1. **Qualifications**
 - a) Qualified teacher status.
 - b) Honours Degree.
2. **Professional Development**
 - a) Evidence of relevant and recent professional development including leading the professional development of others.
3. **Experience**
 - a) A management role and responsibilities in a secondary school within Maths and a proven track record of success in these roles.
 - b) Monitoring and evaluating staff and / or student performance.
 - c) Evidence of excellent teaching across the age and ability range.
 - d) Experience of assessing learning and teaching.
 - e) Successful experience as a team leader.
 - f) Successful leadership experience.
4. **Professional Knowledge and Understanding**
 - a) Sound knowledge of the curriculum and understanding of current educational issues.
 - b) Knowledge of school improvement, planning, its implementation, monitoring and evaluation.
 - c) Sound knowledge of learning and teaching and an understanding of how quality learning and teaching takes place.
 - d) Experience in effective data handling, analysis and interpretation as a management tool to underpin School Self Evaluation and school improvement.
 - e) Have a clear understanding of how skills development contributes to raising standards.
5. **Skills and Personal Qualities**
 - a) Excellent interpersonal skills and the ability to relate, communicate, motivate and inspire pupils, staff, governors, parents and the wider community.
 - b) Resilience and energy to handle a vast and varied work load without losing sense of direction or humour and maintaining a professional demeanour.
 - c) A commitment to equal opportunities and the principles of comprehensive education. High expectations and an overt commitment to providing opportunities for all pupils to achieve their full potential in all aspects of school life.
 - d) Leadership skills with the ability to build effective teams, reconcile conflict and problem solve.
 - e) Good resource management.
 - f) Good organisational skills.
 - g) Good ICT skills and a clear vision of the potential of ICT within and beyond the classroom.
 - h) High expectations of self and others and a determination to maintain progress.
 - i) A clear broad vision.
6. **Aspirations**
 - a) An aspiration to lead at the top of the profession.

MATHEMATICS FACULTY



We are an innovative and supportive department of 8 teachers including a Head of Faculty (post advertised), Deputy Head of Faculty and Teaching and Learning Champion.

The Department is well resourced with a suite of 8 rooms including a resource base for meetings and mentoring small groups of pupils. We have access to a number of wireless tablet devices with four of our teaching rooms equipped with an interactive whiteboard and every classroom is equipped with a desktop PC and projector. As a Faculty we have good links with Techniquest, enter pupils for the UKMT maths challenges and regularly send pupils to the Master Classes at the University of Glamorgan.

At Key Stage Three we are achieving good results through mixed ability teaching in Year 7 where pupils follow a core scheme of work and setting thereafter, with the schemes set up to help the pupils to track their journey towards GCSE. We have developed new schemes of work with the Central South Consortium, over the last twelve months, so that all pupils are seeing work relevant to GCSE mathematics and numeracy on a regular basis. We develop thinking skills through problem solving activities and focus on Growth Mind-set work to encourage a 'can do' attitude throughout Key Stage 3.

With the Implementation of the key points from the Donaldson review we are constantly looking to new ways to develop and strengthen numeracy and reasoning skills. We have excellent end of the Key Stage Three results, with the number of pupils achieving level 5 increasing over the last five years to 93% last year.

At Key Stage Four the students follow the WJEC specifications towards the new GCSE examinations. There are usually 4/5 sets in each half of the year group and we aim to enter the majority of the cohort for Higher and Intermediate exams giving the majority of the cohort the opportunity to achieve at least a C grade. We have been working closely with PiXL to develop our tracking of pupils over the last year and this has allowed us to target key topics for class teaching as well as producing a list of topics for each student to work on independently. We make good use of early entry, pre exam classes, power hour revision, walk through mocks and mentoring to support the learning of Year 11 students.

We are a highly successful department at A Level with good numbers in Year 12 and continuing into Year 13. We follow the WJEC A level specification covering the Core elements along with elements of both statistics and mechanics. At A level we generally achieve excellent results and many of our students go on to use mathematics as part of their Higher education course.

