

# BIG PICTURE LEARNING UK



## TEACHER ADVISOR JOB DESCRIPTION

AUTUMN 2018



**Innovation  
Unit**

New solutions  
for thriving societies

# ROLE SUMMARY

**A teaching job unlike any other.** One student at a time.

We are looking for three Teacher Advisors to join the founding staff team of a brand new kind of school for the UK, in Doncaster.

Opening in January 2019 and growing to 30 students by Easter and then 60 by September 2019, Big Picture Doncaster will be the first school in the UK founded on the Big Picture Learning design which has supported thousands of students in the US and Australia to succeed against the odds. Teacher Advisors make a multi-year commitment to a small group of students, supporting their learning across the curriculum and beyond the school gate.

This is a life changing opportunity in every respect. The commitment required from Teacher Advisors is high, but so are the rewards. It will not be for everyone. If you think it might be for you, then do read on.

Start Date: 1<sup>st</sup> January 2019.

Application Deadline: 12:00 am (midnight) 14<sup>th</sup> October 2018. Interviewees notified 16<sup>th</sup> October and interviews to be held in Doncaster 18<sup>th</sup> October 2018.

## Benefits

- Be part of the founding Big Picture Learning teaching team
- Teach through relationships, as you have always wanted to do, in a purposeful and fulfilling environment
- Extensive development and learning opportunities available
- Excellent career progression opportunities

**Interested? If you want to know more than is included in these notes, contact David Jackson ([david.jackson@innovationunit.org](mailto:david.jackson@innovationunit.org)) or Louise Thomas ([louise@bigpictureuk.org](mailto:louise@bigpictureuk.org)) and we will respond and arrange a conversation.**

# ABOUT BIG PICTURE

[Big Picture Learning](#) is an innovative learning design which follows a mantra of 'one student at a time'. It is designed to combat disengagement and to inspire young people to develop and follow their interests in support of their learning.

Each student has a bespoke learning plan that is unique to them. After the age of 14, every young person spends two days a week in a 'interest-led internship' which places them alongside a mentor, learning in a real world setting which has meaning to them as individuals.

Working with young people in small advisory groups, advisors (teachers) invest in building powerful, authentic relationships with each and every student. They support individuals to connect with their passion and make their learning relevant to the real world, and as a result drive student engagement.

Through sustained learning relationships, individual learning plans tailored to their needs, interests and passions and meaningful and challenging real-world placements, young people are encouraged and supported to experience success in learning, and re-establish the connection between the real world and the world of school.

Big Picture UK is a new charity established in 2018 to facilitate the introduction of Big Picture Learning to the UK. It was hosted in the first instance at the Innovation Unit, in London and the first project is Big Picture Doncaster, a school established in partnership with Doncaster Metropolitan Borough Council and funded through a social impact bond supported by the government Life Chances Fund.



# ABOUT BIG PICTURE DONCASTER

Big Picture Doncaster will be a small 11-16 school based on the Big Picture learning design, targeted at students who have been or are at risk of exclusion from mainstream schools.

In Year 1 (from January 2019) the school will grow to two 'advisories', each of approximately 15 students aged 11-14. It will begin Year 2 with 60 students. Each advisory will be led by a Teacher Advisor and students will spend most of their time in their advisory group, forging relationships with one another as well as their Teacher Advisor. In future years Teacher Advisors will move up educational phases with their advisory group, holding trusted relationships that support students into their next steps whatever they may be.

Big Picture Doncaster is not a special school for children with acute needs, but our students will come to us with higher than average levels of need, and/or complex backgrounds.

Doncaster refers many more young people into the behaviour system and to alternative provision than its statistical neighbours, and Big Picture Learning represents a real opportunity to transform outcomes for some of the most vulnerable and disengaged young people in Doncaster.

Students will be referred through Doncaster's inclusion panel, but attendance at Big Picture Doncaster will ultimately be a choice made by the young person themselves and their families.



# ABOUT YOU

You are a qualified teacher who understands that your impact on the most disadvantaged students requires trusting relationships, rock solid commitment to young people as individuals, and the time to work with them to realise their aspirations. **You are excited about making a multi-year commitment to a small number of young people** and working with them for the majority of your week.

You believe that with the right support every student is capable of learning and fulfilling their own aspirations, regardless of past challenges in education. You set high standards and at the same time work with students where they are. **You respect them for who they are, and are ambitious for who they might become.**

**You are ready to take on the challenge of forming part of a small, dedicated team doing something completely new in the UK system,** creating a powerful learning culture for staff and students while responding creatively to the pursuit of student goals. You are a learner, you know that you don't have all the answers, and are comfortable using that insight to draw on the support your students need for learning.

You will be a true learner who enjoys the challenges of learning new approaches to pedagogy and education. You seek professional and personal growth and development at all times, through immersion in new experiences as well as grappling with new contexts. You thrive in a learning environment.

If **you are entrepreneurial, curious, love working with young people,** and have been waiting for an opportunity that allows you to put them and their learning front and centre, then we want to hear from you regardless of your specialism. **Teacher Advisors will support their students first, and teach from a specialism second.** See the person specification for more detail on what we are looking for.



# ABOUT THE TEACHER ADVISOR ROLE

**Teacher Advisors are more than simply teachers**, although they need to be experienced pedagogical designers, and thoroughly grounded in curriculum, assessment and safeguarding requirements of the English school system.

In Big Picture Learning, **students aren't segregated by age group**. Teacher Advisors will typically work with **small groups of up to 15 students** aged between 11 and 14 (in Year 1), in what is known as an Advisory Group. They will spend the majority of their time with this group together or as individuals, and a smaller amount of time teaching across other advisory groups. Teacher Advisors will follow their Advisory Group as they progress to new year groups enabling them to **work with the same students for multiple years**.

In Big Picture Learning, **student interests and their individual needs sit at the heart of their learning**. Teacher Advisors are responsible for developing an individual learning plan with every student, and monitoring and updating this regularly and in collaboration with students and their carers. Teacher Advisors will rigorously plan and assess student progress, while creatively mapping student's own interest-led projects to curriculum requirements.

In Big Picture Learning, **learning experiences cut across subjects and take place beyond the classroom**. Typically organised around projects that are developed to meet the interests and learning needs of students, **the learning design requires that Teacher Advisors support students in their advisory flexibly across a range of curriculum areas**, in addition to teaching students across the whole school from their subject specialism. Teacher Advisors will **support students to access wider resources within and beyond the school** where required.

In Big Picture Learning, **relationships sit at the heart of everything**. Teacher Advisors will form strong and trusted relationships with students, their families and carers, including holding **regular meetings and some out of hours sessions** where required.

In Big Picture Learning, **learning experiences are designed to be authentic and relevant to the real world**. Teacher Advisors work collaboratively and creatively with other adults within and beyond the school, including building **active relationships with other educational providers, businesses, community groups and professionals such as social workers, health practitioners and police** as required. Teacher Advisors respond proactively and creatively to opportunities to further student learning through projects and internships.

Teacher Advisors at Big Picture Doncaster will additionally engage enthusiastically in the creation of the systems, processes, tools and professional development opportunities required to **establish a wholly new way of working with young people** in school.

Teacher Advisors will report to and work collaboratively with the Principal of Big Picture Doncaster.

# PERSON SPECIFICATION

## Teaching qualifications and experience

Students at Big Picture Doncaster will be secondary age but we welcome applications from qualified teachers with upper primary, secondary and further education experience.

We are looking for two qualified teachers, each ideally with one of the following specialisms:

- Mathematics
- Humanities or the Arts
- Science or Technology
- However, we welcome applications from any specialism, as long as there is flexibility to work across disciplines.

We are looking for one further qualified teacher with any other academic or vocational specialism including experience of teaching Level 2 (GCSE) or above.

Experience of working in an alternative provision context, or with children and young people in one or more of the following circumstances is highly desirable, and willingness to do so is essential:

- Children and young people with complex and challenging family circumstances
- Children and young people who are in or who have experience of care
- Children and young people experiencing poor (but not acute) mental health
- Children and young people with behavioural needs

Essential, too, is ability and willingness to support student learning across a broad range of topics (both across typical school curriculum subjects as well as more diverse areas of student interest).



# PERSON SPECIFICATION

## Wider skills and experience

We welcome applications from people with a range of professional experiences, in particular with some experience of non-teaching professions such as counselling, youth work, social work or related professions.

Experience of working with young people, formally or informally, is essential.

We also welcome applications from people with a range of life experiences that mean they have something extra to bring to our students, whether drawn from work or from home life.

## Other skills

- Adept and creative users of information technology
- Great team member and excellent interpersonal skills
- Strong verbal and written communication skills
- Strong quantitative understanding





# ROLE DETAILS AND HOW TO APPLY

## **ROLE DETAILS —**

### **LOCATION**

Doncaster

### **SALARY**

£25,000 - £35,000+ depending on experience

### **REPORTS TO**

Principal, Big Picture Doncaster

### **HOW TO APPLY**

Applications should include:

- Your CV
- A covering letter telling us why you have what it takes to be a founding member of the Big Picture Doncaster team
- a short blog (500 words), video (2 minutes) or other format on the topic 'The story of how I made a breakthrough with a young person.'

Please submit applications to [louise@bigpictureuk.org](mailto:louise@bigpictureuk.org) by 12:00 am (midnight) Sunday 14<sup>th</sup> October 2018.

Interviews will be held in Doncaster on Thursday 18<sup>th</sup> October 2018.

As an organisation we are committed to safeguarding our all young people in our settings. Enhanced criminal record and safeguarding checks will take place as part of our recruitment process.