



Job Description – Principal, ARK Primary School

Location: New Delhi
Reports to: Executive Principal, India Schools
Salary: This is a senior role on the Ark team; salary is commensurate with experience
Start date: 1 January 2016

About Ark

Every child deserves a great education – one that allows her to follow her dreams and achieve her potential. But education is complex and difficult to get right. Teachers, schools and systems all face deep and embedded challenges and it is in the poorest communities where those challenges are greatest.

Ark knows firsthand that great schools can transform a child's life. We know this because we run 35 schools in deprived inner city areas of the UK, and we recently launched our first school in South Delhi.

Our plans in India are ambitious; we ultimately aim to grow a network of 20 high performing schools which impact the entire education system. We want to give every child the opportunity to achieve his or her potential, and set a new benchmark for quality education for children from disadvantaged backgrounds. We are part of growing movement in India and beyond which refuses to accept the status quo in education and is determined to find sustainable models that will contribute to better education for all.

Ark India is looking for visionary educational leaders to become the principals of our new primary schools, opening in 2016. Working with members of Ark's global teams, based in both India and the UK, the principals will be accountable for ensuring the delivery of an excellent education for all children in their schools and will continuously develop Ark's education model for India.

Our principals champion effective, evidence-based pedagogy and recruit and grow a team of outstanding teachers and school support staff to ensure that every child in our second primary school makes exceptional academic progress – particularly in the core subjects of Hindi, English and mathematics – but also benefits from a broad, enriching curriculum.



They are ambassadors for change in the wider education system and seek to work collaboratively with other head teachers in the government and private school sectors.

If you are passionate about radically improving education, prepared to challenge the status quo, constantly seeking better ways of doing things, and inspire those around you with the clarity and excitement of your vision for education, this is an incredible opportunity.

Opening and managing a new school which effectively combines the strengths of public and private education is demanding. But at Ark you have access to experience, tools and networks we have developed to help school leaders across the world tackle the challenges they face. Our offer includes:

- An educational model built on the latest international research, including pioneering bespoke curricula such as Maths Mastery
- Experience from our quality assurance, phonics and voucher programmes in India and our partnership with a schools network in Uganda
- A growing network of education experts, including: Urmila Chowdhury, former Vice Principal at The Shri Ram School and Executive Principal of Ark's first primary school in South Delhi; Sophy Blakeway, Director of Education for ARK Schools UK from 2010-14; Dame Sally Morgan former chair of OFSTED (the UK schools' quality assurance agency); Jay Altman, now CEO of Firstline Schools in the US and Doug Lemov and Paul Bambrick-Santoyo, both successful and influential leaders of US Charter school networks.

As part of the induction process for the role, the principal will go on immersion visits to other school networks.



Responsibilities

Leading the ARK primary school:

- Leading the school and its staff in order to achieve extremely high standards of teaching and learning, behaviour and attainment
- Implementing and coordinating the vision and strategy for the school
- Creating a culture of educational excellence and embedding the ethos of a learning organisation
- Forming effective external relationships with parents, the local community and other stakeholders
- Working with other senior staff to oversee the use of finance, facilities, catering and other resources across the school

Building a highly effective school staff:

- Identifying the staff needed to effectively support children's learning and recruiting highly motivated and able individuals to fulfil these roles
- Creating structures which deploy staff in the most effective ways to achieve the school vision
- Mentoring and motivating staff on an ongoing basis and identifying their professional development needs
- Working with Ark's teacher training team to develop relevant, ongoing training programmes for new teachers and those already qualified

Developing Ark's educational model:

- Working with colleagues in Ark's UK and India education teams to refine the principles for a model which can enable all children, regardless of background, to achieve at the highest academic levels – in particular to gain thorough fluency in language and numeracy so that they can progress to higher education and ultimately a profession of their choice
- Supporting ongoing evaluation of the curriculum and redesign where necessary, particularly in Hindi, English and mathematics
- Ensuring appropriate policies and procedures to support pupils with special



educational needs, and to promote inclusion

- Looking to other school networks in India and around the world to find examples of best practice which could be implemented within our schools
- Helping shape or lead further education initiatives across the Ark schools network as it grows

Qualifications and Qualities

Qualifications

- Qualified to degree level and above, master's degree preferred
- Qualified to work in India

Experience, knowledge & alignment

- A deeply held belief in ARK's mission; that all children, regardless of background, deserve an excellent education
- Leadership experience (4 – 5 years); a track record of success leading education provision in challenging contexts, delivering great outcomes for all students, regardless of background or prior attainment
- Specific experience of primary or early years education
- Experience and understanding of the learning and emotional needs of very young children
- Some knowledge of current international thinking and best practice in educational achievement
- Evidence of strategic leadership of continuing professional development (in-service training) for teachers or education professionals
- Track record of successfully engaging with others in a diverse community, building positive and productive working relationships

Skills and abilities

- Teaching and learning expertise with ability to lead the drive for educational excellence
- Ability to build, lead and motivate a team of high quality staff and work with a team of international colleagues from a diverse range of backgrounds
- Effective management style that encourages participation, innovation and commands confidence

Ark



- Performance orientation - sets and achieves high standards for self and others
- Resilience and motivation to lead the academy through day-to-day challenges while maintaining a clear strategic vision and direction
- An intelligent and thoughtful communicator (both orally and in writing), keen to engage the interests of a wide range of audiences
- Good political acumen; the ability to deploy sound judgement across a range of complex issues
- Analytical skills in particular the use of data to diagnose strengths and weaknesses and inform education improvement strategies
- Enthusiasm for taking on a start-up role, in what will be a fast-paced, growing, changing network
- Flexible and adaptable style, responding positively to changing demands

Language skills

- Fluency in English and Hindi

Other factors to consider:

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to travel internationally and when necessary work outside normal working day



Recruitment Process

Shortlisting

- Only those candidates meeting the right criteria will be taken forward from application.

Interviews

- Interviews for this role will be held with senior staff from ARK's India and UK teams. Candidates will be expected to make time to travel to Delhi for interviews, but expenses will be reimbursed.

Reference checking

- References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

Probation

- All new staff will be subject to a probation period of six months. The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides ARK with the opportunity to monitor and review the performance of new staff in relation to various areas, including in terms of their commitment to safeguarding and their relationships with pupils.



About Ark's Schools

All our schools are built around six key principles, called our six pillars.

High Expectations

Our network mission is to close the achievement gap between rich and poor children. Our vision is that by the end of school all children have equal choices and opportunities.

We set ambitious, aspirational targets for our schools' performance and believe that it is our responsibility to give our students the teaching and support they need to fulfil their potential.

We have high expectations of academic success for all of our students, regardless of background or ability. We set challenging targets which demand that students make exceptional progress relative to their starting points, as well as securing high attainment.

Excellent Teaching

We believe that teachers should be well trained, skilled professionals. Our schools and our network will be strongest if all our staff members are on a path of continuous improvement and development.

For teachers, we offer coordinated, practical training in proven techniques and necessary classroom skills. This provides a platform for teachers to grow and take on increasing independence in identifying solutions to meet the needs of their students, ultimately leading innovation within the classroom.

We expect our school principals to be instructional leads and coach and develop all staff, undertaking regular teaching assessments and feedback to help improve quality and share good practice.

Using data effectively makes it possible to understand what's working in the learning process and continuously improve teaching so it has the greatest impact on students' outcomes.

Exemplary Behaviour

We set high standards for behaviour and aim to create a common culture, which emphasises the sanctity of learning, across all parts of our organisation. In our schools we create a

Ark



respectful, orderly environment which provides a platform for great learning and enables positive relationships to be built between all members of the school community.

Our students should be active, motivated learners in a safe environment which encourages them to take risks and learn from failure. Students behave well due to intrinsic motivation, because they understand the value of school and feel happy and confident in the school environment.

Depth Before Breadth

All students should secure firm educational foundations by mastering core skills in literacy and numeracy, as the basis for success in both school and life. We help our students to gain rich, deep knowledge in languages and in maths and so that they enjoy and are confident in these subjects.

We aim for our students to develop holistically and believe that breadth and enrichment are also important in parallel with the mastery of core subjects. Our emphasis on literacy and numeracy is to enable students to succeed in other academic disciplines, rather than to replace them.

More Time For Learning

To give students an exceptional education, including both depth and breadth of subjects, requires time. Our schools run for longer which ensures all students can participate in enrichment activities as well as the basics.

During school we maximise the time spent on learning, minimising distractions and wasted time.

Knowing every child

Our organisation is founded on the principle of always doing the right thing for children even when difficult decisions are required.

In our schools, the academic progress and welfare of every student is important. Our school staff are responsible for knowing and taking care of every student and enabling their success in school, particularly those who are most vulnerable.

Ark



Our schools promote positive interaction with families. Strong partnerships between a student's family and his or her school will lead to the greatest learning and social gains.

For more information about our education work and approach please visit www.arkonline.org/education/india or www.arkschools.org to learn about Ark's school network in the UK.