

As Lemov writes, *'No one wants to spend their career at odds with the organisation they work for, trying to hide from the training it offers, or watching the philosophy change every year while thinking, this too shall pass.'*

## **John Mason School Cultural Fit**

Working in a school where you are not aligned with the culture is a miserable experience. So ... we *both* need to have alignment if you come to work here!

- We believe that every child deserves a Champion.
- We believe that we can all improve as teachers.
- We believe in the limitless potential of people.
- We believe that truly great teaching is that which improves students' progress.
- We believe that teaching requires dedication and sweat.
- We believe that you cannot just wish teachers and students to be better – you have to create the conditions for them to grow.
- We believe that basic literacy and numeracy are essential to students making good progress.
- We believe that feedback should be timely and respond to the needs of the individual student so that they can actively engage with feedback.
- We expect every teacher to plan lessons using assessment information.
- We believe that hard work is the key to success for staff and students.
- We admire the generosity of spirit.
- We acknowledge that we all make mistakes.
- We live by the values of Respect, Honesty and Kindness.