



BROUGHTON HALL CATHOLIC HIGH SCHOOL

LEAD PRACTITIONER : SCIENCE

JOB DESCRIPTION

At the heart of the role of Lead Practitioner is the provision of professional leadership to secure high quality teaching and learning, effective use of resources, improving standards of achievement for all students. A Lead Practitioner must provide leadership and direction for the subject and ensure that it is managed and organised to meet school and subject aims and objectives.

A Lead Practitioner plays a key role in supporting, guiding and motivating teachers in all faculty departments. Lead Practitioners evaluate the effectiveness of teaching and learning, the subject curriculum and progress towards targets for students and staff in order to inform future priorities for the school. The policy and practice of monitoring within the school provides the information for evaluation and action.

A Lead Practitioner identifies needs in their own subject areas and recognises that these needs must be considered in relation to the overall needs of the school. It is also important that a Lead Practitioner has an understanding of how the department contributes to school priorities and to the overall education and achievement of all students.

Throughout their work a Lead Practitioner ensures that practices improve the quality of education provided, meet the needs and aspirations of all students and help to continue to raise standards of achievement in the school.

JOB PURPOSE

To support the development of teaching and learning across STEM subjects, with specific responsibility for modelling and coaching excellent teaching within the Science Department teaching.

This will secure:

- High quality teaching and learning
- Excellent outcomes for pupils through excellent provision
- High quality continuous professional development for teaching staff.

The following job description outlines the main responsibilities of the job and is not an exhaustive list of all relevant duties. The Trust reserves the right to alter this job description at any time.

PRINCIPAL ACCOUNTABILITIES

Strategic Direction

- Develop and implement policies and practices for STEM teaching & learning which reflect our school's commitment to consistency, challenge and inspirational lessons
- Create a climate which enables staff to develop and maintain positive attitudes towards their subject pedagogy and confidence in teaching their subject.
- Use research informed best practice to inform and develop STEM teaching and learning.

- Analyse and interpret relevant national, local and school data, as well as research and inspection evidence, to inform policies, practices, expectations, targets and teaching methods.
- With the involvement of relevant staff, establish short, medium- and long-term plans for the development and resourcing of teaching and learning in Science and across the wider school.
- Monitor the quality of teaching and learning in both Science and subsequently other STEM subjects.

Teaching and Learning

- Monitor the effectiveness of curriculum delivery in the Science and across the wider school for all students, including more able students, students with special educational needs and students with English as an additional language.
- Make sure that teachers are clear about the teaching objectives in lessons, understand the sequence of teaching and learning in Science and across the wider school, and communicate such information to students.
- Provide guidance on the choice of appropriate teaching and learning methods to meet the needs of the students in Science and across the wider school.
- Ensure effective development of students' literacy, numeracy and IT skills through the subject.
- Set expectations and targets for staff in relation to standards of the quality of teaching.
- Evaluate the teaching of the Science in the school, use this analysis to identify effective practice and areas for improvement, and take action to improve further the quality of teaching.
- Engage with the latest pedagogical research and use this to inform best practice.
- Alongside the Head of the Department, lead on improvement strategies, coaching and supporting staff, ensuring quality, monitoring and evaluation of performance in line with the ethos of the Department.

Leading and Managing Staff

- Enable staff to achieve constructive working relationships with pupils through quality first teaching & learning.
- Act as a role model for staff, providing effective support, coaching, mentoring and advice to them.
- Sustain your own motivation and, where possible, that of other staff involved in Mathematics.
- Appraise staff as required by the teacher's appraisal policy and use the process to develop the personal and professional effectiveness of the appraisee(s).
- Audit training needs of subject staff.
- Lead professional development of subject staff through example and support, and coordinate the provision of high-quality professional development by methods such as coaching, drawing on other sources of expertise as necessary, for example, higher education, local authority, subject associations.
- Support the development and implementation of an effective CPD and induction programme for new staff, ECT's and trainees.
- Support the school to ensure that trainee and newly qualified teachers are appropriately trained, monitored, supported and assessed.
- Enable teachers to achieve expertise in their subject teaching.
- Work with the SENCO and any other staff with special educational needs expertise, to make sure that education, health and care plans are used to set subject-specific targets and match work well to students' needs.
- Prepare and run professional development courses for staff (teaching staff and TAs)

Efficient and effective deployment of staff and resources

- Use space to create an effective and stimulating environment for the teaching and learning of Science and other STEM subjects.
- Make sure that there is a safe working and learning environment in which risks are properly assessed.

REPORTING

The post holder will report to the Head of Science.

WORKING TIME AND CONDITIONS

- These will be as specified in the latest School Teachers Pay and Conditions Document.
- To plan, lead and contribute to the school's extra-curricular Science programme.
- Attendance at school functions beyond the working day including Awards' Evening.

DIMENSIONS

The post holder will be responsible for the following, with reference to the national framework for middle leaders:

- The strategic direction and development of teaching and learning within the department
- Teaching and learning
- Leading and managing staff
- Pupil progress and standards of achievement
- The efficient and effective deployment of staff and resources

OTHER SPECIFIC DUTIES

- To promote and safeguard the welfare of the children and young people you are responsible for, or come into contact with.
- To undertake the above responsibilities in addition to those held by a standard scale teacher at the school.
- To undertake any other duty as specified by the School Teachers Pay and Conditions Document not mentioned in the above.
- To act in compliance with data protection principles in respecting the privacy of personal information held by the school.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not have been identified; therefore employees will be expected to comply with any reasonable request from a manager, including ad hoc projects, to undertake work of a similar level that is not specified in the job description.

The job description is current at the date shown, but, in consultation with you, may be changed by the Head Teacher to reflect or anticipate changes in the job commensurate with the grade and job title.