



PERSON SPECIFICATION

Post	Lead Practitioner - Science
Pay Spine	Lead Practitioner's scale Points 3 – 6
Date	September 2024
Responsible to	Head of Department

1. QUALIFICATIONS AND TRAINING

- University graduate
- Postgraduate teaching qualification/QTS
- Evidence of continuing professional development
- MIDAS Certificated (desirable)

2. TEACHING and PASTORAL EXPERIENCE

- Successful teaching experience, in an urban or challenging comprehensive environment
- Experience or confidence in mentoring / supporting trainee teachers
- Teaching experience in at least KS3, 4 and, preferably KS5
- Evidence of consistently good and outstanding teaching and learning
- Evidence of consistently good to outstanding pupil progress
- Evidence of cascading outstanding teaching and learning practices in school or a range of schools
- Evidence of excellent classroom management skills
- Outstanding knowledge of Assessment Practice in the context of the National Agenda and where appropriate best worldwide practice
- Excellent subject knowledge
- Excellent knowledge of current research informed curriculum and extra-curricular developments in your subject area
- An understanding of how to use assessment to inform planning for good teaching and learning
- A good understanding of the progress data
- The ability to differentiate to provide appropriate challenges for all learners
- Evidence of using data to inform planning and put in place successful intervention strategies to raise achievement
- Evidence of pastoral experience, including taking responsibility for a form group
- An interest in the wider curriculum

3. LEADERSHIP AND MANAGEMENT

- The ability to inspire, enthuse, develop and support colleagues
- The ability to evaluate and improve standards of teaching and learning within a department
- Experience of conducting Performance Management and desire to develop other colleagues

4. PERSONAL QUALITIES

- A willingness to learn and develop new skills
- A willingness and flexibility to work outside normal school hours
- The ambition to continue to progress in your career
- A desire to make a difference to the lives of young people
- An excellent attendance record
- Resilience and a sense of humour

5. EQUAL OPPORTUNITIES AND EDUCATIONAL COMMITMENT

- A proven commitment to inclusion
- A proven commitment to curriculum access and opportunity
- A proven commitment to comprehensive education
- A proven commitment to professional development
- Support for the school's specialist status
- Support the school unreservedly in its commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults