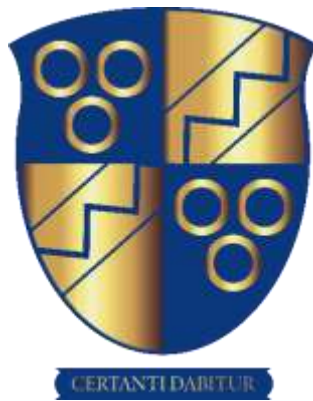


Oldershaw School

Director of STEM

(With Science specialism)

Start Date: 01 September 2022



Application Pack



JOB DESCRIPTION - DIRECTOR OF STEM (With Science specialism)

This is an exciting opportunity for an aspiring leader to professionally develop even further in preparation for promotion to the higher levels of Senior Leadership. This post is a first for Oldershaw as we look to develop our STEM provision. Oldershaw is an oversubscribed school and seeks to reinvigorate the STEM agenda and make it fundamental to what we do for the benefit of our learners and local community.

Oldershaw has a long tradition of being at the forefront of technological innovations.

Oldershaw has undertaken to further drive improvements to take account of local employment demands with a wide range of STEM related employers in the region and specifically in the local area. This opportunity has been created by the Trustees through a reflection on the traditional structures of Science, Maths and Technology as separate disciplines and a look to the present and future as science, technology and engineering are key features of future local demands.

Currently, interaction between the four STEM subjects is relatively limited so a critical role of the new Director of STEM will be to explore fruitful cross-curricular projects.

The Director of STEM will be responsible for leading STEM provision across the school, with significant leadership time given to support this on their timetable. They will act as a Head of Department for the Science Department and will teach in this department, but their Director of STEM role brings with it wider responsibilities and opportunities to lead strategic change across the school.

The Director of STEM will be responsible for:

STRATEGIC DIRECTION AND INNOVATION

- Overseeing the work of the three STEM departments (Science, DT/FT, and Computing) with varying levels of involvement and operational responsibility and driving the cross curricular links with Maths as the fourth STEM subject.
- Advising the Deputy Principal on the school's future strategy for STEM provision to ensure that the curriculum combines the best of traditional and innovative methods
- Exploring cross-curricular links between the four STEM subjects as well as promoting links with any other departments in a meaningful and achievable manner
- Becoming one of the 'go-to' experts in the school on degrees and careers in STEM and disseminating knowledge across the SLT and Extended SLT and departments
- Actively seeking out opportunities for co-curricular challenges and educational endeavours ensuring we have an active strategy to promote participation in these new projects.
- Developing teaching and learning across three of the four STEM areas in collaboration with subject leads and working closely with the Head of Maths on the STEM/Maths collaboration
- Working with the subject leads in the STEM subjects to ensure schemes of work are inspiring, challenging, and effective at all Key Stages
- Quality assuring and developing regular co-curricular provision across the STEM subjects and exploring opportunities for cross-curricular trips, lectures, and experiences
- Ensuring that they and the STEM subject leaders stay abreast of STEM provision in competitor schools; disseminating 'borrowed' ideas and encouraging an outward-looking and reflective culture

OPERATIONAL RESPONSIBILITY AND LINE MANAGEMENT

- Acting as Head of Department for the Science Department and overseeing the work of the three individual sciences; taking strategic and operational responsibility for aspects of the department that fall outside the scope of the subject leads of each individual science
- Line management of the Subject leads for Computing and DT/FT and working closely with them to develop departmental strategy and ensure excellent provision
- Working in collaboration with the Head of Maths to explore cross-curricular links, develop an overarching knowledge of Maths provision in the school, and provide an additional source of support and challenge

POLICY/STRATEGIC DIRECTION AND DEVELOPMENT

- Contribute to whole school policy-making and strategic planning as required
- Prepare, monitor, and update annual departmental plans in consultation with colleagues.
- Take the lead in ensuring that school policies and strategies are embedded in schemes of work and departmental plans.

LEADERSHIP & MANAGEMENT OF OTHERS

- Lead and manage the department, recruiting, inducting, developing, deploying, motivating, and appraising members of the department to ensure that they have clear expectations of their roles, and that high performance standards are achieved and maintained.
- Empower members of the department to develop their leadership potential to ensure continuous improvement within the department.
- Manage day to day requirements such as examination entry and departmental timetables, delegating as appropriate, to ensure the efficiency of the department.
- Chair departmental meetings to ensure that they are used effectively to review performance and that actions are recorded and implemented.

TEACHING AND LEARNING

- Promote excellence in teaching and learning to ensure all pupils develop their potential and are equipped for life beyond school.
- Exemplify in own practice the skills of teaching and learning typified by lead professionals and ensure that good practice is shared throughout the department.
- Ensure that schemes of work are used, reviewed, and modified to enable the maintenance and development of high standards of teaching and learning.
- Monitor pupils' work and the classroom practice of those in the department to ensure high standards are maintained.
- Keep up to date with developments in subject area and education in general to ensure that best practice is adopted within the department.
- Ensure the department's delivery and development of the curriculum is effective in meeting the needs of all pupils.
- Contribute to the broader life of the school by supporting and leading curricular and extra-curricular events such as school productions and activity days.
- Reinvigorate a high quality and sustainable Level 3 KS5 pathway across the STEM subjects

EXTRA- CURRICULAR ACTIVITIES

- Actively promote interest in the subject outside the immediate physical and timetabled confines of the department.

MARKETING AND EXTERNAL LINKS, INCLUDING PUBLIC OCCASIONS

- Actively promote the department within the school community to encourage pupils' interest in the subject area.
- Contribute to the positive promotion and marketing of the school in the local and wider community.
- Lead the department's contribution to marketing events and external links.

MANAGEMENT OF RESOURCES

- Monitor and control the department's allocated budget and purchasing arrangements, to ensure the efficient and effective use of all resources.
- Identify future resourcing needs and aspirations for the department for consideration in the school budget planning process.
- Ensure that all resources are fit for purpose and used in accordance with health and safety guidelines.
- Securing best use and best value out of the new state of the art STEM suite (planned for Sept 2022)

MONITORING, EVALUATION & ASSESSMENT

- Ensure that within the department individual pupil progress is regularly assessed, recorded, and reported and used to inform future teaching.
- Monitor pupil progress using performance and benchmarked data to ensure that high standards of learning are achieved and maintained.

TRAINING & DEVELOPMENT OF SELF AND OTHERS

- As a lead professional set personal targets and take responsibility for own continuous professional development.
- Be proactive in identifying training needs within the department, ensuring that they are appropriately met, and that all members of the department are active in their own personal and continuous professional development.
- Attend, as a key member, the newly created Academic Board to work collaboratively securing and driving wider School improvements.

STEM at Oldershaw why now and why us?

If you are looking to take on a position where all the thinking and innovation has taken place, then this role is not for you. Simply put we are seeking to recruit an exceptional candidate that possesses the drive, resilience, and appetite to help shape and ultimately realise a vision, in short, this is to create a preferred future of exceptional STEM provision across Key Stages 3-5 as well as provide outreach work for our primary partners. This position will suit a candidate who has the potential and aspiration for future whole school leadership. We are seeking an exceptional Director of STEM to lead and drive STEM provision across all phases and, through this and other responsibilities, contribute to the strategic development. The Director will have lead responsibility for developing a coherent, effective, and inspiring approach to the curricular and co-curricular provision of STEM subjects; there will also be opportunities to continue to forge close curricular links with Primary School partners in STEM subjects. We are seeking a candidate who will match our drive and ambition to build a provision which will be regarded as a beacon of excellence across the local area and beyond.

As a marker and to demonstrate the seriousness and commitment to STEM provision we are working on plans with the Trust Board to create a STEM hub by way of a bespoke designed £100k refurbishment project of a DT space to a Future Technologies Suite which would include: -

- A digital studio for media production & editing: higher end desktops, dual screen with appropriate peripherals e.g., midi controllers, graphics tablets, headphones
- A flexible practical area, including floor space and surface worktops/tables for video making (green screen), floor robots, practical computing, music etc.
- A digital touch screen that can be used in vertical and horizontal position to enable display and use with apps.
- A print area with 3D technologies and further CAD/CAM
- A provision for robotics and programmable interfaces with devices.
- Virtual technology suite to support innovative curriculum delivery

The successful applicant will have strategic and operational responsibility for the Science Department and will teach a science subject. They will also line manage the Heads of DT and Computing and work closely with the Head of Mathematics through a bespoke Maths link TLR holder. They will be responsible for promoting flourishing STEM provision across the school. Whilst the job has a specific focus in science, it also gives outstanding opportunities for leading change across the whole of the school. The post holder will be part of the School's Extended Senior Leadership Team and play a key role in a newly constituted Academic Board involving other subject Leaders across the whole subject range.

The Director (of STEM) will be accountable to, and meet regularly with, the Deputy Principal and, given the seniority of this role, will also meet regularly with the Principal. The role would be ideal for a current Head of Department or Head of Faculty looking for their next step in their professional development. This would be an excellent stepping-stone to a Deputy Principal position or a fantastic opportunity in its own right to shape a critical part of school life.

In order to drive up standards the Director of STEM will oversee the work of the four STEM departments (Maths, Science, DT and Computing) with varying levels of involvement and operational responsibility. Furthermore, advising Deputy Principal and Principal on the school's future strategy for STEM provision to ensure that the curriculum combines the best of traditional and innovative methods. This coordination must be overt in ways unprecedented at Oldershaw.

This role will be key in exploring cross-curricular links between the four STEM subjects as well as promoting links with any other departments in a meaningful and achievable manner. Becoming one of the 'go-to' experts in the school on degrees and careers in STEM and disseminating knowledge across the SLT and Extended SLT and departments. In addition, actively seeking out opportunities for co-curricular challenges and scholarly endeavours (e.g., ensuring we have an active strategy to promote participation in projects such as the CREST awards; encouraging departments and students to enter other national or international competitions); And of course, developing teaching and learning across the four STEM areas in collaboration with the Heads of Department and a TLR Maths link. A key element of the role will be quality assuring and developing regular co-curricular provision across the four STEM subjects and exploring opportunities for cross-curricular trips, lectures, and experiences in addition they will be liaising and ensuring that they and the STEM Heads of Department stay abreast of STEM provision in competitor institutions, especially at KS5; disseminating 'borrowed' ideas and encouraging an outward-looking and reflective culture.

This is a crucial role in the development of Oldershaw School. If the above has whetted your appetite to take on a challenge with massive rewards, not least to our students, then we would love to hear from you and how your skills can deliver this preferred future. If, however it is not for you then we wish you well and thank you for taking the time to consider our vision.

Financial Stability and School Improvement Investment

Oldershaw School is financially very stable and currently boasts a healthy cash reserve, supported by long term budget planning that sees the school generate small operating surpluses annually. With significant investment taking place to improve the building infrastructure, the school is also able to invest in school improvement strategies that will impact on raising student attainment including the developments around STEM within the school.

Living on the Wirral

Situated between Liverpool and North Wales, overlooking the River Dee, Welsh hills and River Mersey, the beautiful Wirral Peninsula is fantastic for walking, outdoor activities, countryside hotels and cosy pubs. Travelling to Wirral is easy, with fast train and bus connections - or take the Mersey Ferry, which stops off at Woodside and Seacombe ferry terminals.



Wirral's 25 miles of dramatic coastline provides a fantastic backdrop to a great day out. Whether you are looking for high-adrenaline water sports or a walk along the coast to spot the rare wildlife, Wirral has it all. Try heading out to Hilbre Island from West Kirby to explore the islands and see seals but watch the tide times! Or walk or cycle the Wirral Way, stopping at Thurstaston Country Park or Parkgate for a drink or ice-cream. Wirral Circular Trail is perfect if you want to enjoy the beautiful scenery and fresh air.

Wirral is home to some of the finest restaurants and food producers in the North West. Savour gourmet treats at the Michelin-starred Fraiche restaurant, visit a gastropub for a relaxed meal, or head to one of the farm shops or farmers' markets to meet Wirral food heroes and taste local produce.

Explore the historic Port Sunlight Village, built by Lord Lever for his factory workers. You can learn more about the village's history at the fascinating Port Sunlight Museum. Also, in Port Sunlight, the Lady Lever Art Gallery hosts a personal collection of fine and decorative art treasures.



Birkenhead Priory is the oldest standing building on Merseyside, encapsulating so much of the town's history within a small, enclosed site. For a more recent piece of history, visit the Wirral Tramway & Transport Museum - a celebration of Birkenhead's place in the history of public transport.

The rejuvenated New Brighton seaside resort has been restored to its former glory, with water sports on the Marine Lake, beach walks and attractions like the Light Cinema, Floral Pavilion Theatre and Championship Adventure Golf. Hoylake and West Kirby are also great coastal towns to visit in Wirral.



Recruitment Process

DIRECTOR OF STEM (with a science subject specialism)

Lead Practitioner Scale 12 to 16 (£55,610 to £61,467)

Submit a completed School Application Form and a covering letter / supporting statement no more than 3 sides of A4. Please do not submit CVs.

Closing Date: Monday 28 February 2022 at 5pm

Interviews: Tuesday 8 March 2022

Candidate visits to the school are actively encouraged prior to application. To arrange a visit to the school please contact Vikki Buckley, PA to the Principal using the details below:

Vikki Buckley, PA to the Principal

buckleyvi@oldershaw.wirral.sch.uk

0151 638 2800

For HR related queries please contact Amanda Jackson, HR, and Compliance Manager

hr@oldershaw.wirral.sch.uk

0151 638 2800