

Job Profile	Job Description
Job Title:	Head of Science
Grade/Salary Scale:	MPS / UPS / TLR 1c
Team:	Science Team

School Mission Statement:

All members of staff are responsible personally and collectively for supporting students in becoming confident individuals, successful learners and responsible citizens, through:

- Modelling the Core Values at all times.
- Nurturing students' passions and interests and stimulating their intellectual curiosity.
- Continuously raising students' aspirations and self-esteem.
- Intentionally developing Student Leadership Skills.
- Contributing to the wider range of opportunities offered by and for the school community.
- Actively supporting and promoting student voice.
- Assuming responsibility (as required) as an Account Manager for the learning progress of a specific group of individual students.
- Ensuring high outcomes (at least 2 levels of progress each key stage)

Job Purpose:

As expert practitioners, act as the professional lead for their subject discipline inspiring teachers and students to have a passion for their subject, continuously improving classroom practice and achieving excellent student outcomes.

They will monitor and evaluate the quality of teaching and student progress in their subject.

Critical Responsibilities

- Ensuring subject teachers are abreast of latest research and national developments relating to their subject
- Ensure subject schemes of work and teacher delivery contribute to the school Curriculum Map and connect with the Core Values.
- Monitoring the quality of teaching and learning through regular classroom observations
- Support subject team in the maintenance of effective learning behaviours
- Working with Line Manager to identify areas of student and staff need for development and planning intervention
- Ensure quality of teaching and learning is good or better by identifying and sharing best practice and implementing coaching and intervention strategies
- Ensure all students engage and make progress by leading planning and pedagogy for differentiation and follow through within the classroom, groupings and best use of teaching staff

- Procurement and effective use of resources for learning and links to latest technologies
- Engage with the wider community by contributing to the wider range of opportunities offered by and for the school community
- Challenge students and support staff by ensuring that revision classes operate as directed and behaviour strategies are followed consistently by the department in line with the Academy's procedures
- Identify, track and respond to data in relation to outcomes, to ensure that the highest outcomes possible and that agreed school targets are achieved
- Work in a positive and collaborative manor as part of the partnership of schools within the trust

Specific responsibilities:

Monitoring:	As specified by the Headteacher and in accordance with School Calendar and Evaluation Schedule
Meeting Attendance:	Academy School line meetings. Trust Subject Leads Meetings.
Key Performance Indicators:	TBD

Qualifications:

- Degree in area relevant to subject teaching or evidence of relevant level of subject knowledge
 - Teaching Qualification
 - English and Mathematics at G.C.S.E. / 'O' Level or equivalent and/or sound Literacy and Numeracy skills (ITT accreditation test level)
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Experience & Knowledge:

- High levels of subject knowledge and knowledge of statutory requirements relating to their subject
 - Evidence of positive impact on student outcomes
 - Evidence of successful leadership of a project or initiative
 - Evidence of effective team working
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Key Skills & Attributes:**Essential**

- Positive disposition to implementing the schools' educational vision

Generic

- Able to develop genuine, empathetic relationships with young people
- High personal standards in terms of attendance, punctuality and meeting deadlines
- High level of personal organisation skills
- Good communication skills, both written and spoken
- Solution focused disposition and a positive attitude particularly to challenge and change
- Understanding of and commitment to Equal Opportunities issues and principles and the need to apply an equal standard of care to all students
- Positive disposition towards inclusion of all students including those with learning difficulties in mainstream learning and education
- Able to work as part of a broader inclusion and student support system
- Ability to work as a team player and supportive of team working
- Ability and willingness to develop own understanding and capability through advice and training
- Ability to work without constant supervision, to provide assistance as and when required, to seek tasks when unoccupied and think clearly and calmly in an emergency
- Understanding of the principles of accountability and quality assurance to achieve best possible student outcomes

Leadership

- Ability to promote and ensure the school/academy vision is understood and acted upon by individuals in their team
- Understanding of the management of change processes
- Ability to maintain a consistent and continuous focus on student achievement
- Ability to delegate appropriately and hold others accountable while at the same time accepting accountability for their team and student outcomes

Samuel Ward has developed a framework for supporting effective practice which will be used to support staff professional development and this job description is subject to change at the discretion of the Academy
