



Durrington High School

KS4 Leader - Science

JOB DESCRIPTION

What is the purpose of the role?

- To be an active and significant support to the Directors of Science and department in ensuring outstanding provision and outcomes for all students.
- Provide clear and consistent leadership for staff and students being a highly visible and credible presence both within the team and across the school.
- Ensure that all students, especially disadvantaged and SEND students, make strong progress and achieve outstanding outcomes.
- Reduce any variability in terms of staff performance and therefore student outcomes, across the team.
- Under the direction of the Directors of Science ensure that teaching, curriculum and assessment across the curriculum area are evidence informed and of high impact.
- Make a positive contribution to student well-being, school life, enrichment activities, subject and company teams.
- Maintain all professional standards to an on-going high standard; implementing and up-holding all school policies.
- Be committed to your own professional development and that of others within your team.
- Be responsible for safeguarding and prioritising the welfare of children.

Activities – what do you have you have to do?

- Make a significant contribution to the leadership & direction setting of the department so as to ensure excellent teaching and strong student outcomes.
- Ensure the quality of teaching and learning across the department is consistently effective, evidence-informed and results in strong outcomes for all students.
- Lead on aspects of curriculum development, assessment, intervention and teaching and learning.
- Use departmental data to analyse the impact of your work and feed into curriculum and teacher development & planning. Prepare reports as required.
- Through planning with the subject Directors, ensure that subject CPD, especially Subject Planning and Development Sessions are high quality, focused and high impact.
- Create meaningful and effective assessments for KS4 students so as to track student progress using the data derived from these to monitor both class and UDGs progress. Ensure no specific class groups or groups of students underachieve. Work alongside staff to ensure that appropriate interventions are in place and monitored for underachieving students.
- Ensure the effective implementation of intervention sessions, outside of lessons.

- Ensure the outcomes of disadvantaged students are accelerated, in line with the school priority.
- Ensure all high starting point students are challenged and make good progress.
- Be outward looking in terms of effective practice from outside and research evidence and use this to shape and improve our practice.
- Be a committed Company Tutor, building a positive relationship with tutees and parents.
- Ensure there is safe, stimulating and effective learning environment with good, quality displays and that all equipment is maintained in sound working order.
- Lead a KS4 homework club; focus on PP/SEND

What are the role particulars?

- £3000 leadership allowance.
- Accountable to the Directors of Science, subject line manager and the Headteacher.
- The Headteacher may, from time to time, ask the post-holder to perform additional reasonable activities and responsibilities appropriate for someone at this level.

Person Specification

Leadership Attributes	Essential	Desirable
Personal drive and accountability	Uses a range of strategies and techniques, to enhance own and others effectiveness; motivating others to succeed through your leadership/work. Visible and credible leader. Proactive and innovative in areas led.	Evidence of leading an area that has made a significant impact.
Experience	At least three years experience as a strong classroom teacher. Worked with other teachers to develop their practice and so positively influenced the progress of other groups of students. Evidence from your existing work of successfully engaging and securing positive outcomes for all students in Science. The ability to effectively and efficiently interpret and correlate a range of data streams, drawing summative conclusions which are then acted upon, using relevant data systems. Committed to the idea of evidence informed teaching and able to articulate how this has informed your teaching.	Evidence of leading teams that have demonstrated high impact of working at a strategic level to bring about positive change for staff/students.
Specialist knowledge	Good degree, Science or Science related. Knowledge of current evidence informed practice within and outside of the school (e.g. EEF). A secure knowledge and understanding of evidence-informed pedagogy that leads to effective learning. A range of interventions that lead to accelerated progress being made by learners. Well informed with regards to evidence informed teaching, through reading blogs, educational books and research papers.	

Delivering continuous improvement	<p>Involve and inspire stakeholders to support your leadership.</p> <p>Sets out vision and pathways to achieving this within teams led.</p> <p>Evidence of being able to successfully blend strategic planning and operational work to achieve goals.</p> <p>Evidence of effective evaluation of the impact of actions taken.</p>	
Impact and influence	<p>Uses direct and indirect influence to gain support, build alliances and secure support before presenting proposals or making decisions.</p>	
Resilience and emotional maturity	<p>Resolves conflict in a calm, restrained way, with empathy and seeks support appropriately.</p> <p>Implements appropriate decisions that lead to improvement even if difficult.</p> <p>Responds positively when given feedback or to setbacks, maintaining a sense of perspective.</p> <p>Has significant capacity and resilience.</p> <p>Ability to manage time well.</p>	