



Better Never Stops



Position:

Lead Practitioner for STEM

Welcome to Waingels

Job Description – Lead Practitioner -Teaching & Learning of STEM/Science

Responsibility STEM subjects

Responsible to: Deputy Headteacher

Job Purpose

To ensure within a positive learning climate that the Standards for both students and staff, along with the progress and achievements within STEM subjects across the School, are the highest that they can possibly be so that each student is able to reach their full potential. It will be to lead the development of highly successful teaching and learning for STEM subjects and supporting the development of middle leaders with responsibility for STEM subjects. To share the responsibility for the well-being and the discipline of all pupils. To support, hold accountable, develop and lead staff to ensure high quality teaching. To lead on data analysis and target setting, in line with the School Development Plan.

Specific Priorities

- Lead by example, provide inspiration and motivation, and embody for the students, staff, governors and parents, the vision, purpose and leadership of the School.
- To help create an ethos, educational vision and direction which secures effective teaching and successful learning by all students.
- To help create and implement a strategic plan the Stem subjects which identifies priorities and targets to ensure that students achieve high standards and make progress and increases teacher's effectiveness and continued school improvement.

Overall Purpose

- To carry out the duties of the Lead Practitioner as set out in the School Teachers Pay and Conditions Document.
- To quality assure Teaching and Learning of STEM subjects so that high standards are the norm and progress is at its heart.
- To contribute to School Improvement Planning and delivery through leadership of assigned sections of the School Development Plan and the monitoring of outcomes there of.
- To work with the Deputy Headteacher and Assistant Headteacher for Teaching and Learning to raise standards in STEM subjects.
- To support the development of TLR holders in STEM subjects through effective CPD.
- Manage and effectively carry out Performance Management for delegated members of staff.

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- To contribute to the development, monitoring and evaluation of school policies, practices and plans, using national, local, school and inspection data to inform decision making.
- Demonstrate honesty/integrity and uphold public trust and confidence in the profession.

Managing the Organisation

- Keep abreast of developments in education policy at National Level and ensure they are reflected in the School's policy, practice and curriculum.
- To be an outstanding role model and take specific responsibility for leading Teaching and Learning across the Key Stage.
- To develop procedures to monitor standards of teaching, learning and achievement within the School and evaluation systems to determine impact on student learning and future development priorities for both the SEF and the SDP.
- To establish a culture of distributed leadership through effective line management of designated teams and specific initiatives.
- Attend SLT and other identified meetings.
- Lead meetings of teams with clear purpose, agendered and minuted.
- Support staff in understanding their accountability and collective responsibility for raising standards.

Teaching and Learning

- To teach Science at all key stages in line with your skills and experience.
- With other senior staff develop and monitor the curriculum provision for STEM subjects.
- Monitor the quality of teaching and learning across the STEM subjects.
- Encourage the provision and participation of students, in a wide and rich range of extra-curricular opportunities for the STEM subjects to equip students to be leaders and contributors in the community in and beyond School.
- Ensure the involvement, integration and inclusion of all students in the STEM subjects, particularly Pupil Premium pupils, SEN pupils, Gifted and Talented pupils, those in vulnerable groups and any other individual needs.
- Challenge and support any practice that is not at least good.
- Ensure that any whole school teaching and learning strategies are embedded across the STEM Subjects.

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Standards and Behaviour

- Support all staff with the management of student behaviour across the School.
- Promote a positive behaviour ethos in classes and across the School at all times.
- Ensure that student success at all levels is recognised and celebrated.
- Oversee positive rewards for students at all levels in the School.

Parents and the Community

- Build partnerships that include parents in their child's learning. Keeping them informed about the curriculum, targets, progress and attainment, through written/on line/telephone communication, parents evenings, meetings and other events.
- To promote the ethos of the School and contribute to its high standing and reputation within the community.
- Contribute to the development of learning partnerships within the local and wider community to enrich and enhance the extended school programme.
- Seek the views of key partners to identify the strengths and weaknesses in the future School's performance to instil a sense of collective responsibility for future improvements.



Personal Specification

In due course we would expect all the qualities and attributes listed below to be acquired by the successful candidate. Those marked 'Essential' must be demonstrable at the point of interview.

Qualities and Attributes		
Qualifications	Essential	Desirable
Good quality Honours degree	✓	
PGCE, or equivalent, in Secondary Education	✓	
Qualified Teacher Status	✓	
Experience		
Proven success in leading a science department	✓	
Proven success in teaching KS3 in subject area	✓	
Proven success in teaching KS4 in subject area	✓	
Experience of teaching A Level in subject area		✓
Knowledge/ Skills		
Strong subject knowledge	✓	
The ability to plan and deliver lessons that are consistently 'good' or better	✓	
Good and imaginative use of resources including new technologies	✓	
Good understanding of Assessment for Learning and the ability to put this into practice	✓	
Clear knowledge of the strategies relating to planning and target setting.	✓	
Ability to be lead professional for a given subject area across the whole school	✓	
Well-developed behaviour for learning skills	✓	
An ability to forge good positive working relationships with staff and students	✓	
Effective Organisational skills	✓	
Knowledge and understanding of current developments in subject area.	✓	
Know how to analyse and interpret data in order to monitor pupil progress and attainment		✓
Knowledge of intervention strategies to improve underperformance, especially at KS4	✓	
Clear ideas about what contributes to good teaching and learning. A commitment to collaborative, active and independent learning	✓	

Personal Specification

Knowledge/ Skills	Essential	Desirable
Ability to support colleagues and monitor the quality of teaching and learning	✓	
Co-ordination of related staff meetings/INSET		✓
Involvement in setting and monitoring School Development Plans		✓
Experience of self-evaluation processes within a middle leadership position		✓
Knowledge of the need to safeguard children and protect adults	✓	
Knowledge of and a commitment and understand of the principles of inclusion	✓	
Display a knowledge of all areas of the National Curriculum	✓	
Ensure that whole school policies are implemented consistently	✓	
Delivery of successful outreach work for STEM and building positive working relationships with primary schools and other stakeholders		✓
Ability to promote a love of STEM and provide opportunities to engage the wider school community.		✓
Personal		
Ability to work hard under pressure	✓	
Ability to prioritise and meet deadlines	✓	
Commitment to continued professional development	✓	
Commitment to contribute to extra-curricular activities and educational visits		✓
General		
Good attendance and punctuality record	✓	
Professional dress	✓	

Making Your Application

There are **FOUR** steps to making your application:

On the basis of the best information you have, **including a visit to our website on www.waingels.wokingham.sch.uk** decide whether you are the right person for the job and the job is right for you.

Download a copy of our application form and complete it (only completed official application forms will be considered).

Provide a supporting statement (no more than two pages of A4) that addresses the following:

- The reasons why you have applied for this post
- How your experience, professional and personal values make you the right person for the job

Any further information you would like to add to your application

Submit your application form and attachments via:

Email: JenJJN@waingels.wokingham.sch.uk or

Post: Jane Jennings, Waingels, Waingels Road, Woodley, Berkshire, RG5 4RF

Completed applications must be returned by 12.00pm Monday 22nd May

We welcome visits prior to application, with opportunities to talk to current staff

The school is committed to safeguarding, equal opportunities and to promoting the welfare of all staff and students

