



Teacher of Science

Salary / grade range	MPS/UPS
Location	Co-op Academy Priesthorpe, Priesthorpe Lane, LS28 5SG
Reports to	Faculty Leader of Science

Purpose of role:

- To support the Faculty Leader to implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students, supporting the Science Department, to improve the outcomes for students.
- To contribute to raising standards of attainment and achievement by monitoring and supporting student progress, and developing students.
- To facilitate and encourage a learning experience which enables students to achieve their potential.
- To share and support the academy's ethos to provide and monitor opportunities for personal and academic growth and success.
- Contribute to academy improvement plans and improving the outcomes for students across the academy.
- To be an active and supportive member of the Science Team.

Key accountabilities (and specific duties / responsibilities):

Key Responsibilities – all teachers

- To teach students according to their educational needs, including the setting, assessment and monitoring of student's work.
- To ensure a high quality learning experience for students which meets internal and external quality standards
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus and wider curriculum.
- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies within the faculty, and where appropriate wider Academy.
- To positively contribute to the faculty improvement plan.



- To contribute to planning activities, seeking out and recommending improvements to processes within the team.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, Literacy, Numeracy and cross-curricular themes are reflected in the /learning experience of students.
- To participate in learning evaluation strategies in accordance with academy policy and frameworks.
- Implementing academy policies relevant to teaching and learning, including behaviour, homework and assessment.
- To prepare and update subject materials
- To maintain discipline in accordance with the Engagement for Learning policy, encouraging good practice with regard to punctuality, behaviour, standards of work and homework.
- To uphold Teachers Standards in all areas of work and be an active and supportive member of the faculty.

Data and Assessment

- Analyse and interpret academy data to inform intervention and planning.
- Ensure appropriate schemes of learning are in place and that they meet the academic needs of all students.
- Support internal frameworks that monitor the quality of achievement through Data Sweeps and assessment moderation.
- Provide all relevant bodies with robust information relating to student performance and development.
- Assess, record and report on the impact of intervention and mentoring strategies.

Curriculum Development

- Take a role in developing a modern, innovative, balanced and exciting curriculum to raise aspiration and achievement.
- Support structures that ensure teaching and learning is innovative and of a high quality throughout the academy.
- Contribute to the development of a programme of enrichment extending the academy experience beyond the limits of the formal academy day.

Developing self and working with others

- Develop positive working relationships with all staff.
- To engage actively in performance management review(s)
- Support the academy's ITT, NQT and RQT programmes of staff development, as appropriate.
- Participate in the interview process for teaching posts when required and ensure effective induction of new staff in line with academy procedures.
- Support development in learning and teaching within and across curriculum areas through CPD, monitoring and review.



- To take part in the academy's staff development programme by participating in arrangements for further training and professional development
- To continue personal development in the relevant areas including subject knowledge and teaching methods
- Support colleagues to be successful in their own role through mentoring, coaching and line management, as appropriate.
- Be a visible, proactive presence around the academy, promoting positive behaviour and ensuring the smooth day-to-day running of the academy.
- Reinforce and model the academies and the Co-op Academies Trust's core co-operative values and behaviours.

Strengthening the community

- Liaise with partner academies, Higher Education Institutions, industrial links, governors and other relevant external bodies.
- Work with other agencies to ensure learning experiences and opportunities for students are integrated into the wider community.
- Build the reputation of the academy with the outside community.
- Create and maintain partnerships with parents and carers to support and improve students' achievement and personal development.

Managing and promoting the organisation

- Contribute to the development of effective links with partner schools and the community; attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events.
- Ensure effective communication/consultation, as appropriate, with the parents of students and other relevant stakeholders.
- Actively promote the development of effective links with external agencies.
- Act with integrity and a high level of professionalism in all situations.
- Be able to present the academy's performance and other academy initiatives to a range of audiences; parents, governors, the Co-op Academies Trust and other external agencies.

Child Protection and Safeguarding

- Ensure that the child protection policies and procedures adopted by the Governing Body and Co-op Academies Trust are fully implemented and followed by all staff.
- Ensure that sufficient resources and time are allocated to enable staff to discharge their Child Protection related responsibilities effectively.

Our Policies

All staff will fully support and champion, Safeguarding, Child Protection, Equality and Diversity and the Prevent agenda at all times, as appropriate.

Other



- Teaching and Coaching Group responsibilities

NOTES

All teaching staff will have generic responsibilities which support the development and learning of students. This job description allocates duties and responsibilities but does not direct the amount of time to be spent carrying each of them out.

Employees will be expected to comply with any reasonable request from the Principal to undertake work of a similar level that is not specified in this job description

Personal attributes required (based on job description):

Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I)
Qualifications <ul style="list-style-type: none"> • To be educated to degree level in relevant subject • QTS • Evidence of further study 	Desirable	A
Experience <ul style="list-style-type: none"> • Experience of more than one high school • Successful experience of teaching at KS3,4,5 • Successful teaching experience – evidence of at least consistently “good” teaching during formal observations 	Desirable	A/I
Skills, Ability, Knowledge <ul style="list-style-type: none"> • A clear and good understanding of current educational issues, theory and practice, with particular regard to the National Curriculum • An understanding of how to use assessment to inform planning for good teaching and learning • The ability to use ICT effectively to engage pupils 		A/I



<ul style="list-style-type: none"> • Demonstrate consistent and effective planning of lessons to meet pupils' differing learning needs • To be able to represent the academy on or off site and have an understanding of the importance of the academy within the community • To be able to use initiative, and have well developed incisive analytical and problem solving skills • To be able to monitor and evaluate procedures effectively • Communicate effectively with students, parents and other colleagues at all levels orally and in writing • Work under pressure • Organise and develop effective systems • Relate to young people • Relate to young people • Work to high levels of accuracy • Prioritise and plan to ensure completion of tasks 		
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Be innovative and creative in developing solutions • A record of reliability and integrity • Demonstrates fairness, honesty and integrity in his/her existing practice and conduct as a professional • Humour, optimism and ambition • Willingness to participate in further training and CPD • Self-motivated • Be hard working and emotionally resilient, able to work under pressure, able to prioritise and be flexible working to deadlines • To be able to understand and be committed to equal opportunities for all 		I

This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.



Science Responsibility, agreed with Faculty Leader (TLR)

Salary / grade range	TLR 2a £2,873
Location	Co-op Academy Priesthorpe
Reports to	Faculty Leader

Purpose of role:

- To provide professional leadership and management of all staff delivering Science.
- To lead, manage and review the curriculum delivered by departmental staff in order to secure high quality teaching, effective assessment, effective use of resources and improved standards of learning and achievement for all students.

Key accountabilities (and specific duties / responsibilities):

In addition to the responsibilities of class teacher, as set out in the Teachers' Standards 2012, the post holder will also undertake the following duties and responsibilities:

Leadership (Strategic direction and quality assurance)

- Support the Academy Leadership Team and Science Faculty Leader in implementing whole school practice
- Model high quality Teaching and Learning
- Promote a stimulating learning environment which encourages high expectations from both staff and students
- Review curriculum offer annually and adapt, as appropriate, to meet student needs
- Facilitate the effective teaching of science subjects in the Science Faculty
- Encourage Continued Professional Development programme within Science staff, sharing of excellent practice as part of this process
- Lead subject specific self-evaluation and improvement planning
- Contribute to overview of the development of numeracy, literacy and ICT within Science

Management (implementation) including Performance Management

- Accountable for the performance management of staff, setting challenging objectives/targets with staff in line with the school priorities:
- Undertake an annual Department Self Evaluation to identify key focus areas within Department Raising Achievement Plan, in line with whole school priorities



- Set goals and objectives for the Science subject on an annual basis, in line with whole school priorities, via a Department Improvement Plan
- Devise and oversee a Continued Professional Development programme for Physics staff, in consultation with Science Faculty Leader
- Represent the views of the Department in different forums
- Ensure all colleagues are involved in Department and Faculty consultation
- Provide constructive support, advice and guidance for teachers within the areas of responsibility
- Have systems in place for the effective evaluation of lessons, teaching methods and teacher performance
- Ensure differentiated Schemes of Learning are developed and maintained within the areas of responsibility
- Prepare and revise material for options booklets and school prospectus
- Be involved in the appointment and induction of new Science staff, as required by the Faculty Leader
- Foster and support excellent student engagement in learning across the Department
- Ensure effective approaches to marking and feedback are embedded within the Department
- Ensure Health & Safety procedures are adhered to and that the Department has up to date risk assessments

Monitoring

- Monitor the quality of achievement across the Department through data sweeps and assessment moderation
- Track and monitor the achievement of individuals and groups of students and make appropriate interventions to tackle under-achievement
- Monitor lesson planning, delivery, and the quality of student outcomes within the classroom. Identify, manage and support poor quality teaching within this process
- Monitor outcomes within Department Raising Achievement Plan and update Department Self Evaluation Form; as per the academy calendar.
- Oversee Department spending and monitor value for money
- Monitor the marking of work across the Department and implement work sampling on a regular basis
- Ensure the Department has an accurate database of individual student data
- Ensure students are set individual targets, which are regularly reviewed

Evaluation

- Analyse baseline data and exam results to ensure students and staff are working towards aspirational targets
- Analyse KS3, GCSE and Post 16 results and produce a written evaluation for the Science Faculty Leader
- Ensure appropriate schemes of learning are in place which meet the academic needs of all students



- Update Department Raising Achievement Plan in light of Department Self Evaluation, whole school Self Evaluation and the Academy Rising Achievement Plans.
- Evaluate impact of CPD on quality of Teaching and Learning across the Department

Strategic Direction and Development of Co-op Academy Priesthorpe

The post holder will be expected to support and promote the development and progress of the academy, its students and staff. All middle leaders are expected to:

- Facilitate open and clear lines of communication with all stakeholders
- Contribute to the academy's development and implementation of policies, including inclusion
- Contribute to the Academy Raising Achievement Plans and Self Evaluation Form
- Support staff in achieving the academy's priorities and targets
- Ensure parents are well informed about the academy and their child's progress

Teaching and Learning

All middle leaders are expected to lead by example, both in terms of their leadership and management role and also in the classroom, teaching effectively, securing high quality outcomes, and promoting excellent standards of behaviour and discipline. They are also expected to:

- Contribute to the monitoring of the quality of teaching and student development
- Develop positive community links to enhance teaching and learning and student personal development
- Liaise with appropriate colleagues to ensure that individual needs of students are identified and met
- Promote an inclusive environment and support the development of strategies to improve attendance

Leading and Managing Staff

The post holder will promote positive and professional working relationships between all staff within the Department. They will also be expected to:

- Lead developmental activities, delegate appropriately and evaluate outcomes
- Support the implementation of the academy's Performance Management policy
- Ensure that all staff understand and follow the academy's quality assurance processes
- Ensure that standards and targets are appropriate and that accountabilities are clear
- Ensure that staff understand the academy's educational agenda and that a coordinated, comprehensive response to student need is made

Effective Deployment of Staff and Resources

The post holder will make a significant contribution to the effective deployment and development of staff to make most effective use of their skills, expertise and experience. They will also be expected to:



- Ensure that staff within the Faculty have a clear understanding of their roles and responsibilities
- Provide advice on establishing priorities for expenditure and the cost-effective use of resources
- Ensure staff work within the academy's Quality Assurance framework

NOTES

All middle leaders will have generic responsibilities, and a 'hands-on' role in the day-to-day management of the academy. This job description allocates duties and responsibilities but does not direct the amount of time to be spent carrying each of them out.

Employees will be expected to comply with any reasonable request from the Principal to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown. In consultation with you, it may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.