

## THE BUSHEY ACADEMY

### JOB DESCRIPTION AND PERSON SPECIFICATION

Lead Practitioner (Science)

Salary: Leadership Pay Spine L11-15

#### Job Description

##### Aim and main purpose of the job

To have a high profile in developing the standards of teaching, learning and assessment across the Academy and consequently achievement for all students.

The post will be entirely focussed upon teaching and learning although the precise scope and role is negotiable. We want to appoint the person who is going to contribute most of Academy improvement and so we intend to capitalise upon the strengths and experiences of the successful candidate. The role could include some or all of the following elements.

#### Teaching and Managing Pupil learning

The Lead Practitioner will:

- Be able to teach across the full range of age and abilities
- Act as a role model in leading staff in their own high quality teaching
- Develop Assessment for Learning throughout the Science department
- Set expectations for staff and students in relation to standards of achievement and the quality of teaching.
- Lead the Science department, and other departments, in the creation, consistent implementation and improvement of schemes of work which encapsulate key Academy learning strategies and educational developments

#### Assessment and Self-Evaluation

The Lead Practitioner will:

- Lead the Science department, and other departments, in the formulation of effective assessment strategies
- Lead the Science department, and other departments, in establishing and implementing clear policies and practices for assessing, recording and reporting on student achievement and to assist students in setting targets for further improvement
- Lead the Science department, and other departments, in evaluating the standards of teaching and learning, consistent with the procedures in the Academy self-evaluation policy and to use this analysis to take action to improve further the quality of teaching.

#### Relationships with Parents and the Wider Community

The Lead Practitioner will:

- Develop community links
- Establish a partnership with parents to involve them in their child's learning
- Communicate effectively, both orally and in writing, with parents, the SLT and governors, as necessary

## Leading Staff and Own Performance

The Lead Practitioner will:

- Prioritise and manage their own time effectively
- Take responsibility for their own professional development to improve students' learning
- Lead the learning of other staff members
- Provide regular feedback for colleagues in a way which recognises good practice resulting in a tangible impact on student learning
- Establish clear expectations and constructive relationships among staff

## Managing Resources

The Lead Practitioner will:

- Oversee and evaluate budget allocations for which they have responsibility to ensure the budget is spent in line with Academy learning priorities and best value principles

## Strategic Leadership

The Lead Practitioner will:

- Contribute to the development of whole Academy strategic planning and policies
- Undertake any other task reasonably requested by the Principal.

**PERSON SPECIFICATION**

	Essential	Desirable
<b>Knowledge and Understanding</b>		
Good awareness of current educational developments	✓	
Clear understanding of current issues related to the subject	✓	
Ability to plan lessons effectively	✓	
An understanding and commitment to the ethos of the Academy	✓	
Evidence of high level classroom skills	✓	
<b>Skills, Qualifications and training</b>		
Qualified Teacher Status	✓	
Courses of further study relevant to the post	✓	
Qualification in the relevant subject	✓	
Evidents of active involvement in professional development	✓	
Excellent organisation skills	✓	
Excellent ICT skills		✓
Clear evidence of leadership		✓
<b>Attributes</b>		
Excellent record of attendance	✓	
Ability to work well in a team	✓	
A sense of humour		✓
Ability to think originally and creatively	✓	
Positive attitude	✓	
Energy and enthusiasm	✓	
Warmth and sensitivity		✓
Excellent rapport with students	✓	
Commitment to the Academy and the students we serve	✓	

Whilst every effort has been made to explain the accountabilities and responsibilities for this post, each individual task may not be identified.

This job description is current but, following consultation with you, may be changed by the Principal to reflect or anticipate changes in the post which are commensurate with the salary and job title.