

The Dearne ALC – Associate Faculty Leader: Science
JOB DESCRIPTION

JOB TITLE:	Associate Faculty Leader in Science
TEAM/FACULTY:	Science
JOB PURPOSE:	To lead aspects of the faculty and work at a strategic level to rapidly improve progress
SALARY:	Teacher Main Pay Scale (TLR2b £4587)
ACCOUNTABLE TO:	Director of Science

STRATEGIC VISION, RESPONSIBILITIES & ACCOUNTABILITIES

This Job Description should be read alongside the range of professional duties of Teachers as set out in Part 10 of the Teachers' Pay and Conditions Document.

The Associate Faculty Leader: Science will be accountable for ensuring outstanding achievement through the development of teaching and learning that drives standards and ensures all students make outstanding progress.

As a member of the school's Pedagogy in Practice Team, the Associate Faculty Leader: Science will contribute effectively towards the whole school development of Teaching and Learning.

STRATEGIC AIMS – SCHOOL IMPROVEMENT PLAN STRANDS

STRAND 1

VALUES & ETHOS

- Support the Director of Science and Assistant Director of Science in securing the commitment of colleagues, including any non-teaching staff designated to the faculty, to the vision, ethos and policies of the school and to promote the highest levels of outstanding achievement.
- Embed ambition and drive rapid and sustained improvement across the faculty to swiftly secure high levels of achievement and student success beyond national expectations.
- Play an active part in the school's Pedagogy in Practice Team to drive whole school improvement through the development of outstanding Teaching and Learning, particularly literacy across the curriculum.
- Across the faculty, support and challenge colleagues to achieve the school's strategic priorities.
- Implement appropriate aspects of the school improvement plan at faculty level; routinely quality assuring, monitoring and evaluating success of strategies.
- Work to remove all barriers to learning and progress for every single – *no child left behind*.
- Be an outstanding role model for both staff and students by promoting positive relationships.

BEHAVIOUR & SAFETY

- Embed the Dearne Value words into the life and work of the students in the faculty to support the raising of expectation and aspiration.
- Through rigorous monitoring and support, work with the Director of Science to ensure that colleagues within the faculty implement and adhere to the school's behaviour management policy, ensuring the health and well-being of students is maintained at all times.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support differences to ensure equal opportunities for all.
- Appreciate and support the role of others within the faculty providing feedback to support progress and challenging underperformance.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Communicate with parents in a professional manner at all times, promptly responding to parental enquiries by telephone, letter or email as appropriate.

STRAND 2

ACHIEVEMENT & STANDARDS

- Work with the Director of Science and Assistant Director of Science to ensure that assessment data is used effectively within the department and in a formative way to drive progress beyond national expectations.
- Arrange faculty intervention to address underperformance and swiftly secure high levels of achievement and success beyond national expectations.
- Work with the Director of Science & Assistant Director of Science to identify and eliminate barriers to learning across the faculty and ensure that currently low performing groups including all FSM students, SEN and boys rapidly secure and sustain significantly high achievement compared to national figures.
- Support colleagues in the preparation of high quality lessons and schemes of work, facilitating the effective use of assessment for learning across the subjects and key stages within the faculty to ensure that high aspirations impact positively on raising achievement beyond national expectation.
- Work with the partner primary schools to facilitate a smooth transition from KS2 to KS3 for students in subjects within your faculty area.

TEACHING & LEARNING

- Make clear and purposeful links with all faculties to share effective teaching and learning resources and strategies that will rapidly improve literacy skills for all learners at all levels.
- Play an active part in shaping the direction of teaching and learning across the whole school by being part of the Dearne Pedagogy In Practice Group, contributing ideas, sharing outstanding practice and being open to any avenue of change that drives standards and creates a 'buzz' around learning, progress and achievement.

- Lead faculty INSET on teaching and learning issues, contributing to the dissemination of current developments and thinking in Science.
- Conduct learning walks, work scrutiny, student and teacher voice to plan and deliver high quality CPD to enhance the practice of colleagues within the faculty leading to rapid and sustained progress for students.
- Create Schemes of Work that are appropriate for and accessible to all students.
- Create a climate within the faculty whereby effective, independent learners are supported through innovative and challenging lesson design to maximise their potential.
- Deliver faculty CPD on practice that includes:
 - Lesson planning that fully supports the whole school drive to improve the teaching of literacy and numeracy across the curriculum, working collaboratively with those who have a whole school lead on these strands
 - Creating an outstanding climate for learning
 - Planning for differentiation/inclusion
 - Developing questioning techniques
 - Engaging boys
 - Student leadership in the classroom and independent learning
 - Business & Enterprise opportunities
- Consistently model the teaching of good or better lessons that motivate, inspire and improve student attainment and embed an Open Door ethos across the faculty.

STRAND 3

WIDENING OPPORTUNITIES

- Coach and mentor colleagues to drive standards of teaching and learning, particularly the innovative use of modern technologies to enhance learning and progress.
- Develop the skill set of colleagues to provide succession planning within the faculty.
- Lead colleagues in the faculty to create weekly extra-curricular opportunities for students to increase enjoyment and engagement in Science.
- Deliver coaching programmes to improve the quality of teaching.
- Contribute effectively where necessary to the induction programme for new teachers and those who are new to the school.
- Organise with staff and students competitive and collaborative competitions, e.g. debating sessions and spelling competitions.

LEADERSHIP

- Challenge underperforming staff, put in place appropriate support and monitor and evaluate progress towards agreed targets.
- Actively develop leadership and management skills in others.
- Effectively appraise those colleagues for whom you have responsibility within the whole school appraisal policy, maintaining dialogue throughout the year.
- Create, innovate and implement student leadership opportunities across the faculty.
- Manage budgets for the faculty, being accountable for planning and allocating resources across the teaching groups and over the academic year.

GENERAL

- Take on specific leadership and management tasks related to the day to day running of the faculty.
- Deputise for the Director of Science and Assistant Director of Science when necessary.
- Undertake administration and organisation of the faculty as requested by the Principal.
- Create and maintain positive and supportive relationships with parents, governors and the wider community.
- Engage with appropriate training opportunities to promote professional effectiveness in your role and to support the work of the faculty.
- Any additional tasks by agreement with the line manager which are commensurate with the responsibilities and remuneration for this post.

SAFEGUARDING

- The Dearne ALC is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks

Please note:

As with all job descriptions, the information provided above is intended to be a detailed overview of the core responsibilities and accountabilities; individual job descriptions should not be seen, and indeed are not intended to be 'straight-jackets' as duties and responsibilities will inevitably vary over time, particularly as here when there is the development of new posts.

All staff responsibilities continue to be reviewed to maximise school improvement through negotiation with the Principal.

January 2018