**Job Description**

**LEAD PRACTItiONER- SCIENCE**

**SALARY RANGE: L4-L8**

This job description must be operative within the context of, the Mission Statement of the school, the roles and responsibilities of staff as detailed in the staff handbook, TDA Professional Standards and the School’s Pay Policy 2019.

To lead on specific teaching and learning initiatives and strategies to improve the teaching practice of all staff in order to raise student standards and progress.

**Responsibilities**

**Lead Practitioner:**

1. To take the lead on designated teaching and learning initiatives as directed by the SLT Leads for Teaching and Learning, which may include:
* Planning and delivery of the whole school weekly CPD programme
* Whole school coaching programme for all staff
* Teaching support programme for teaching staff
* Whole school teaching framework (Teaching and Learning Handbook)
* New teacher induction programme
* Initial Teacher Training
* Teaching & Learning briefings
* Teaching & Learning meetings and sharing good practice events
* Sharing resources using various mediums
1. To coach and support teaching staff who are required to improve their teaching.
2. To engage in professional dialogue with colleagues, which emphasises improvements in teaching and learning and highlights areas for development, resulting in a positive impact on student learning.
3. To promote the use of our teaching and learning handbook to ensure the high quality of teaching and deeper learning.
4. To develop the use of coaching techniques and styles to develop the teaching practice of all teaching staff.
5. To act as an appraiser as part of the whole school appraisal strategy.
6. To support staff teaching in the school to consistently and effectively plan lessons and sequences of lessons, to meet students’ individual learning needs.
* Disseminate examples of effective planning practice within the school
* Take steps to ensure that teachers are aware of the needs of inclusion of all students and groups and make provision for this in their planning
* Take steps to ensure that feedback from lesson observation, work scrutiny and analysis of assessment data is appropriately reflected in teachers’ planning
* Establish strategic planning, including short, medium and long term plans for the development and resourcing of the subject
1. To support staff teaching in the school to consistently and effectively use a range of appropriate strategies for teaching and classroom management:
* Take steps to ensure teachers are clear about the teaching of objectives in lessons, understand the sequence of teaching and learning in the subject area and communicate this to students
* Observe colleagues’ teaching and provide evaluative feedback on the effectiveness of their teaching strategies to bring about further improvement
* Identify and promote innovative and effective strategies to meet the needs of all students
1. To support staff teaching in the school to consistently and effectively use information about prior attainment to set well-grounded expectations for students and monitor progress to give clear and constructive feedback.
* Evaluate and interpret relevant national, local and school data, research and inspection evidence to inform policies, expectation and teaching methods.
* Monitor and evaluate assessment data across the school (within subject areas or for with individual teaching staff) to identify trends in student performance and issues for development
* Define intervention strategies to address issues for development that are identified
1. To take responsibility for own professional development and use the outcomes to improve teaching and students learning.
* Maintain ‘leading edge’ knowledge through reading, INSET and research to inform own practice, demonstrating impact in teaching and on students’ learning
* Assimilate and implement new guidance to lead the process of change within the school
* Prioritise and manage own time effectively, balancing the demands made by teaching, subject management and involvement in school development
* Achieve own challenging professional objectives
1. To contribute to the policies and aspirations of the school, co-ordinating strategies to achieve relevant improvement priorities that have been identified in the school.
* Co-ordinate strategies to achieve relevant school improvement priorities that have been identified in the school
* Evaluate and report the effectiveness of practice in the school annually, suggesting areas and issues for further improvement
* Lead and deliver professional development / INSET activities
1. To be an effective professional who challenges and supports all students to do their best
* Create a climate, which enables staff to develop, challenge and support each other, resulting in positive growth
* Mentor and coach staff to develop confidence and maintain positive attitudes
* Communicate effectively with professional integrity within and beyond the school community
* Take action to build and maintain effective teamwork with high expectations of outcomes

**Teaching:**

* To teach 0.75 of a full timetable across Key Stage 3 & 4 Science.
* To demonstrate outstanding practice to colleagues as a Lead Practitioner and support them as required to improve.
* To act as a form tutor and carry out any duties associated with that role as outlined in the generic job description.
* To work with the Head of Science to agree, monitor and evaluate student progress targets within the subject so as to make a measurable contribution to whole school targets.
* To be fully aware and updated on all relevant developments and practises in teaching, with particular but not exclusive to matters directly relating to Science.

**General:**

* To know and implement all school policies and practices.
* To undertake duties and attend meetings as directed.
* To be a positive role model for staff and students.
* It is the duty of every member of staff to safeguard children, in accord with the Mission of the College and pertinent policies.
* Any other duties reasonably requested by the Headteacher.
* To adhere to the schools Teaching and Learning Policy.
* To comply with the School’s Assessment & Monitoring Policy and Reports Policy.
* To adhere to the School’s Marking Policy.
* To comply with the School’s Behaviour & Rewards Policy.

**Additional Information:**

 You are employed in the capacity of a teacher subject to, and with the benefits of, the conditions of employment set out, or referred to, in your letter of appointment and statement of particulars.

 This job description identifies exhaustively the responsibilities attached to your post. It is subject to the limits on working time set out in the current Teachers’ Pay and Conditions Document, in particular to those provisions whereby you may be required to be available for work under the Headteacher’s direction for 195 days per annum, of which 5 days will be without pupils and for not more than 1265 directed hours.

 This job description is subject to amendment from time to time within the terms of your conditions of employment, as the needs of the school may require, but only to an extent consistent with those conditions of employment and only after consultation with you. The agreed Grievance Procedures may be invoked in any dispute arising from this job description or subsequent amendment, in which case teachers are advised to consult their Professional Association.

*The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to an Enhanced Criminal Record and Background (DBS) check.*

*Applicants are informed that, if appointed to this post, their contract of employment will be with the school governing body who is the employer and not Rochdale Council*.

**Signatories:**

 Both Headteacher and post-holder are asked to sign and date this job description following consultation on its contents.

 Signed ………………………………………………….. Date …………………………

 Post holder

 Signed ………………………………………………….. Date …………………………

 Headteacher

Updated autumn 2019