

## Job Description

<b>Job Title:</b>	Second in Department, Science
<b>Responsible to</b>	Subject Leader, Science
<b>Salary</b>	MPS/UPS + TLR
<b>Responsible for</b>	Subject Team
<b>Contract</b>	Permanent TLR

*This job description should be read in conjunction with the current United Learning Pay & Conditions Policy and the respective Conditions of Employment (copies available from HR support).*

### Job Description:

All duties and responsibilities should be carried out in accordance with the School Standards and Framework Act and United Learning's policies and procedures. These standards set the expectations for good teaching practice alongside high standards of personal effectiveness. The Teacher Standards, along with this job description, underpin the performance management of all teaching staff within the Academy.

### Role Purpose:

In addition to the requirements of a class teacher of Science and any other agreed responsibilities, to be accountable for the appropriate areas within the Science department (depending on skills and experience) and to support, hold accountable, develop and lead a team of people focusing on Science. A teacher acts as a role model and has a central role in promoting high standards for all students, imparting the values, skills and knowledge to become responsible citizens and lifelong learners. The post involves subject teaching and contributing to the development of the subject.

Students' attitudes to learning have a decisive bearing on their attainment and progress and such attitudes are strongly influenced by what happens in the classroom. High quality teaching is at the heart of Morton Academy's ethos and vision.

### Role Tasks:

#### **Strategic Direction and Development** (with the support of the Subject Leader)

- Develop and implement policies and practices which reflect the Academy's commitment to high achievement through effective teaching and learning;

- Develop plans for the area/aspect of work which identify clear targets, timescales and success criteria for its development and/or maintenance in line with the Academy Development Plan;
- Monitor progress and evaluate the effects on teaching and learning by working alongside colleagues, analysing work and outcomes.

### **Teaching and Learning**

- Ensure continuity and progression in the subject area by supporting colleagues in choosing the appropriate sequence of teaching and teaching methods and setting clear learning objectives through an agreed scheme of work, developed in line with the Academy Development Plan;
- Evaluate the teaching in the subject areas by the monitoring of teachers' plans and through work analysis, identify effective practice and areas for improvement, and take appropriate action to improve further the quality of teaching.

### **Leading and Managing Staff**

- Enable all teachers to achieve expertise in planning for and teaching in the area through example, support and by leading or providing high quality professional development opportunities;
- Demonstrate an excellent ability to advise and support other teachers;
- Provide clear feedback, good support and sound advice to others;
- Provide examples, coaching and training to help others become more effective in their teaching;
- Help others to evaluate the impact of their teaching on raising pupils' achievement;
- Contribute to the Performance Review of all teachers in the area of work;
- Ensure that the Principal, SLT and governors are well informed about policies, plans, priorities and targets for the area and that these are properly incorporated into the Academy Development Plan.

Teachers at Morton Academy will be responsible for:

1. The academic outcomes of students they teach.
2. Designing and delivering consistently good and outstanding learning and assessment.
3. Developing practice that supports our ethos, values and expectations.
4. Planning work in accordance with the curriculum area programmes of study, so that it addresses the personalised learning needs of each student.
5. Being mindful of students' prior learning, current achievement and continuously develop the curriculum offer in line with these assessments.
6. Equipping students with the skills and attitudes necessary to make them effective learners.
7. Providing relevant and purposeful learning opportunities within a dynamic and enterprising context.
8. Using ICT to enhance and extend that learning experience.
9. Liaising with relevant colleagues on the planning of units of work.
10. Committing to a culture of continuous evaluation and improvement.

### **Key Performance Indicators**

1. Student achievement in line with expected progress.
2. Good or better teaching quality.

3. Discharging professional duties with diligence.
4. A high standard of lesson planning, curriculum delivery and classroom management.
5. Innovative in teaching, learning and assessment, making full use of ICT.
6. Actively embedding Academy ethos, values and expectations.

### **Competencies, Skills and Experience**

The post holder will have some recent experience in teaching as a teacher or as a student teacher. He or she will clearly understand the rigorous requirements of our profession and will be willing to be held to account for the achievement, attainment and progression of each individual student. With a total professional commitment to excellence, the post holder will have demonstrated that he or she has a personal track record in delivering good results for young people.

The ability to successfully work in partnership with colleagues to plan and teach, raising achievement and attainment is essential. Strong communication skills are equally important. Successful team working with staff and students will offer good foundations for the post.

It is anticipated that successful candidate will be a diligent and flexible worker driven by a sense of the social mission of education. They will share our vision and determination that the young people of Carlisle should have an equal access to teaching that maximises their ability to achieve their personal best, moving them forward as life-long learners.

Attributes	Priority		Evidence found from		
	Essential	Desirable	Application	Interview	Reference
<b>Evidence of:</b>					
The highest possible standards of personal integrity	✓			✓	✓
A complete commitment to excellence	✓			✓	✓
A determination to lead improvement through change	✓			✓	
High aspirations for students and staff	✓			✓	
Leadership abilities with both colleagues and students	✓			✓	
A positive and results focused outlook	✓			✓	
An ability to learn from experience	✓			✓	✓
An ability to learn quickly	✓			✓	✓
A willingness to experiment	✓			✓	✓
<b>Skills</b>					
<b>Evidence of:</b>					
Use of data to inform evaluation and improvement	✓			✓	
Good to outstanding teaching for learning practice	✓			✓	
Good to outstanding assessment for learning practice	✓			✓	
Coaching and support of servicing colleagues		✓		✓	
Excellent verbal and written communication skills	✓		✓	✓	
Strong evaluative and quality improvement skills	✓			✓	
Strong persuasive skills	✓			✓	

Strong team working skills	✓		✓		✓
<b>Experience</b> <b>Evidence of:</b>					
Teaching experience in at least an 11-16 environment	✓		✓		✓
Evidence of delivering outstanding progress and exam results	✓		✓	✓	✓
Evidence of delivering quality improvement	✓		✓	✓	✓
Curriculum planning and development	✓		✓		✓
Successfully securing improvements in student outcomes	✓		✓	✓	✓
Evaluation, improvement planning and progress monitoring experience	✓		✓	✓	✓