

Job Description – Lead Practitioner for STEM

Northampton Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.

Job Role: Lead Practitioner for STEM (with either a Mathematics or Science background). This is a senior position within the Academy that is likely to be seconded to the Senior Leadership Team for a period of time.

Reporting To: Assistant Principal with responsibility for STEM

Hours of work: Full time

Job Purpose

- The postholder will lead the enhancement of teaching within the Mathematics or Science faculty and be part of the whole school Teaching and Learning development team.
- To support (as directed by the AP STEM) in the management and organisation, teaching and progress of the Year 7 Gifted STEM stream at the Academy due to begin in September 2018.
- To make a key contribution in ensuring outstanding progress in Maths or Science lessons with a strong emphasis on the Year 7 Gifted STEM stream.
- Ensure that the students within the Year 7 gifted STEM stream achieve their full potential both in and out of the classroom, driven by our core values of respect, ambition and determination
- To expand opportunities for high quality enrichment opportunities and homework in Maths or Science, in particular the Year 7 Gifted STEM stream

Safeguarding

- To uphold the Academy's policies in respect of Safeguarding and Child Protection and ensure the safety and well-being of all learners

Key Responsibilities and Tasks

This list is not meant to provide a narrow definition of specific responsibilities but to serve as guidance and should be seen as enabling rather than restrictive.

STEM Responsibilities:

- Work with the AP in charge of STEM to set up a Year 7 gifted STEM stream to begin in September 2018.
- To identify the students who will be involved in this first Year 7 cohort through rigorous process
- To ensure the program of study within STEM is both engaging and challenging
- To put systems in place before the first cohort begin to ensure the positive impact of STEM is being measured

Departmental Responsibilities:

- To be accountable to the Assistant Principal with responsibility for STEM
- Promoting the latest developments in pedagogical practice within Maths or Science
- To assist in the professional development of all staff in the Mathematics or Science Faculty and provide clear guidance to the department on CPD strategies and opportunities.
- To attend departmental meetings and lead part of the meetings focussed on teaching and learning.
- To take a leading role in the monitoring of teaching and learning, progress and intervention in the Mathematics or Science Faculty.
- To provide an inspirational role model for other staff, and to showcase/model best practice as required.

- Ensuring that work is frequently marked and that learners have ample opportunities to respond to the teachers' marking
- To be a reflective practitioner and to continually reassess the success of the STEM stream and to adapt and develop as necessary
- Keep up to date with national developments in the subject area and teaching practice methodology.
- Actively monitor and respond to curriculum development and initiatives at national, regional and local levels.

Teaching and Learning:

- To take a significant Teaching and Learning role within the Mathematics or Science faculty, challenging and intervening as necessary where the quality of delivery is not consistently very good.
- Contribute to the improvement of teaching and learning across the school by working strategically with the Assistant Principal T&L, Extended Leadership Team and Leading Practitioners.
- Support the Academy's expectation that teaching and learning is at least good at all times.

Monitoring:

- To assist with regular observations of all Mathematics or Science staff in line with school policy.
- To identify and recommend staff development training needs within Mathematics or Science and across the school.
- Promote teamwork and motivate staff to ensure effective working relations within Mathematics or Science and across the school.
- To help with the day-to-day management of staff within the Mathematics or Science faculty and act as a positive role model.

Intervention:

- To assist and support the Head of Mathematics or Science with programmes of intervention, particularly for examination groups in years 11, 12 and 13.
- To create and resource programmes of intervention.
- To monitor impact of intervention strategies and adjust approaches accordingly.
- To ensure consistency of intervention strategies, including the quality assurance of the delivery, challenging and developing staff as necessary.

Training and Development:

- Delivery of appropriate INSET on ways to improve teaching and learning specific to the Mathematics or Science faculty, and to other groups where required; particularly as part of our "Learning Hubs" development programme.
- Maintain an up-to-date knowledge of new ideas regarding teaching and learning pedagogy, Teacher Standards and Ofsted Inspection Standards and implement them with staff and students.
- Continue to follow an agreed programme of personal professional development.
- To assist with performance management of staff in Mathematics or Science and wider professional development of colleagues across the school.

Other Professional Requirements

- Have a working knowledge of teachers' professional duties and legal liabilities
- Operate at all times within the stated policies and practices of the academy
- Know subject(s) or specialism(s) to enable effective teaching
- Take account of wider curriculum developments

- Establish effective working relationships and set a good example through their presentation and personal and professional conduct
- Endeavour to give every child the opportunity to reach their potential and meet high expectations
- Contribute positively and effectively to the Every Child Matters agenda
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, department and students
- Contribute to the corporate life of the academy through effective participation in meetings and management systems necessary to coordinate the management of the academy
- Take part in marketing and liaison activities such as Open Evenings and Parents Evenings
- Take responsibility for own professional development and duties in relation to academy policies and practices
- Liaise effectively with parents
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Lead or help to lead an after school activity once per week; either curriculum based or an extra-curricular club

General

All Academy staff are expected to:

- Work towards and support the Academy's vision, values and objectives
- Fully subscribe to the Academy Values of Respect, Determination and Ambition regarding themselves, the Academy and our young people
- Support and contribute to the Academy's responsibility for safeguarding students
- Work within the Academy's Health and Safety policy to ensure a safe working environment for staff, students and visitors
- Work within the Academy's Community Cohesion and Equal Opportunities policies to promote equality of opportunity for all students and staff, both current and prospective
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues
- Engage actively in the performance review process
- Adhere to Academy policies, procedures and core values as set out in the documentation available to all staff
- Ensure that the confidentiality of sensitive information and data is not compromised

This job description will be reviewed annually as part of the performance management process and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the Academy in relation to the post holder's professional responsibilities and duties, including the provision of high quality teaching and learning across the Academy and the pastoral care of the students in their charge.

Elements of this job description and changes to it may be negotiated at the request of either the Principal or the incumbent of the post.

Name

Signature

Date