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Job Description

Job title: Lead Teacher (Science) – Whole School Teaching and Learning

Location: Clacton Coastal Academy
Pathfields Road, Clacton-on-Sea, Essex, CO15 3JL

Contract type: Full Time

Contract term: Permanent from Easter 2019

Purpose of the Role:

- To support the 'Assistant Vice Principal – Teaching and Learning' with continually and sustainably improving the standards of teaching and learning through delivering the 'Academy Improvement Plan'.
- Delivery of a consistently high quality of teaching, learning, assessment and high standards of achievement in Science.

Whole School Teaching and Learning:

Key areas:

- Live and breathe our vision and ethos
- Rapidly and sustainably improve the quality of teaching and learning across the Academy
- To ensure quality 'continued professional development' for teaching and learning via IRIS system and directed time CPD schedule
- To lead the 'Academy Improvement Group' to improve the quality of teaching and learning and marking and feedback across the Academy
- Raise achievement of all pupils in all phases of the academy ensuring they consistently make better than expected progress.

Teacher of Science:

Key areas:

- **Live and breathe our vision and key drivers**
- Delivery of a consistently high quality of teaching, learning, assessment and high standards of achievement;
- Meeting the Clacton Coastal Academy Teaching and Learning Standard and the Clacton Standard of Marking. Also addressing any underperformance where the standards are not met;

- Evaluating student target and performance data for their teaching as required, and ensure it is analysed as set out in the academy calendar or other such documents;
- Positively engage and partake in all activities and events on the Clacton Coastal Academy Assessment Calendar;
- Demonstrating positive approaches in matters relating to student discipline and contact with parents and so forth;
- Assist in producing and updating programmes of study and schemes of work including suitable assessments for each learning cycle for the Science department;
- Ensuring that there is an atmosphere conducive to quality learning within the curriculum area, and that students' experiences are challenging, stimulating and differentiated according to need;
- To ensure provision for different groups of students within the subject, including SEND, higher ability, disadvantaged, etc.;
- Ensure that all lessons taught conform to good practice as identified in the academy wide or department development plan.
- To be an active member of the Faculty through involvement in course development, consultation and planning on whole Academy issues;
- To undertake other tasks as appropriate and consistent with the Teachers' Pay and Conditions of service;
- All staff who are appointed to the Academy are expected to teach across the age and ability range
- All teachers are expected to act as an Academic Mentor in accordance with the Academy requirements.
- All staff are expected to develop the Academy's commitment to the principle of equal value and work to achieve the aims of the Academy mission statement.
- All staff are expected to participate in opportunities for collective decision making including staff appointment and policy making;
- All staff are expected to take a whole Academy perspective in monitoring student behaviour outside the classroom paying particular attention to care and respect of the environment, adherence to expectations, uniform and time keeping;
- Such other duties as may be required by the Principal.

Academic Mentors are expected to:

- Mark and maintain registers of attendance;
- Deliver the Academic Mentoring programme through Academic mentoring (30 mins per day);
- Monitor the academic progress of students, guiding and advising them on areas for improvement;
- Maintain and monitor records on students' behaviour, following up on incidents in lessons while also recognising and rewarding students' achievements;
- Monitor students' uniform and ensuring they are equipped for lessons;
- Link with parents to help students' to improve their attendance, punctuality, behaviour and academic progress.

In addition to the above requirements, all academy leaders are required to:

Promote the ethos of the Academy by:

- Being strong teachers in their own right of pupils of all attainment levels.
- Being positive leader of ethos, demonstrating a "can-do" problem solving mentality when faced with any gripes or concerns of other colleagues.

- Being a strong presence wherever they are in the Academy.
- Modelling high standards in expectations and practice.
- Following Academy policy and promoting policy in all areas.
- Dealing immediately with any problem they observe.
- Being positive and proactive in seeking solutions to problems and in planning ahead.
- Constantly looking for ways to improve and innovate in education.
- Seeking the highest standards possible and sharing them with others.

Take responsibility for:

- Professional development and conduct of colleagues and pupils.
- Quality of care provided for colleagues and pupils.
- Identification of leadership potential in colleagues and pupils.
- Quality of the learning environment.
- The constant monitoring of the impact and effectiveness of innovation and operative systems within their remit.
- Being a conduit and filter for information to and from key stakeholders in the Academy.
- Organising their teams to deliver high quality service.
- Making sure what we say will happen, happens.

Job Description - notes

- All academy leaders are subject to the requirements of the NCTL National Standards together with the Operational framework. These criteria will form part of the individual's professional development, performance management and review to be carried out by the Regional Director for Education and the Chair of the LGB.
- All Academy leaders are subject to the requirements of the OfSTED measures of effectiveness, which will be monitored by the Regional Director for Education, the AET Board, and the LGB.

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. This job description may be varied to meet the changing demands of the academy at the reasonable discretion of the Principal/Group/Chief Executive
5. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
6. Postholder may deal with sensitive material and should maintain confidentiality in all academy related matters.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

Person Specification

Job Title: Lead Practitioner of Science

General heading	Detail	Essential requirements:	Desirable requirements:
Qualifications	Qualifications required for the role	<ul style="list-style-type: none"> -Good honours Degree (A) -Qualified Teacher Status (A) -Evidence of recent professional development related to teaching and learning (A) 	
Knowledge/Experience	Specific knowledge/ experience required for the role	<ul style="list-style-type: none"> -Ability to deliver KS3 and KS4 Science including experience of delivering excellent outcomes. (A,I,R) -Experience of working in a middle leadership role within a secondary school through which you delivered substantial impact on student outcomes and/or standards. (A,I,R) -Up to date pedagogy, particularly in relation to the progress, teaching and learning and overall school effectiveness (A,I) -Understands how high performing teams function and how they can lead initiatives which deliver rapid improvements in pupil outcomes (A,I,P) -Understanding of leading and developing outstanding teaching and learning across an school (A,I,R,P) 	-Post in at least one school which was in a challenging urban circumstances (A,I,R)

Skills & Attributes	Abilities	<p>-The ability to think strategically, evaluate options, find the best solutions to problems taking into full account the views of others, and implement changes that lead to improvements in pupil outcomes. (A,I,R)</p> <p>-Highly motivated with a solid work ethic (A,I,R)</p> <p>-Ability to innovate, manage change and evaluate effectiveness (A,I,R)</p> <p>-Good or outstanding Science classroom practitioner (A,I,R)</p> <p>-Fully aligned to our vision and ethos for T&L (A,I,R,P)</p> <p>-Be passionate about your own career development, be ambitious and driven to succeed (A,I,R)</p>	
Special Requirements		<p>-Successful candidate will be subject to an enhanced Disclosure and Barring Service Check</p> <p>-Right to work in the UK</p> <p>-Evidence of a commitment to promoting the welfare and safeguarding of children and young people</p>	

A = Application
I = Interview
P = Presentation
R = References