



Upper Shirley High School
Belle Moor Road
Southampton SO15 7QU
Co-ed Comprehensive (11-16)
Tel: 023 8032 5333

Role: Lead Teacher for Science
Salary: MPS + TLR
Start date: September 2017

Message from Stuart Woods, Headteacher:

"Everyone who comes to USH comments on how great it feels to spend time here and I attribute that to the amazing staff and students who come here because they love it. The successful candidate will have the opportunity to genuinely shape our future and join a hard-working, ambitious community."

Are you?

- passionate about scientific enquiry and inspiring curiosity in students
- a talented teacher of Science ready to share your teaching expertise and knowledge with colleagues within Science and across the school
- naturally positive, forward thinking and adaptable
- looking for your first step into leadership

We wish to appoint an outstanding, dynamic Lead Teacher for Science who will be able to sustain and develop the current teaching and learning to realise outstanding outcomes for all students. The successful candidate will capitalise on the outstanding STEM opportunities in Southampton and enhance the quality first teaching in Science. This role offers an excellent opportunity for an imaginative, creative and inspiring teacher to work in a supportive, energetic and innovative school where students are making significant and sustained progress. If this is you, then we'd love to hear from you.

The successful candidate will work closely with the Leadership Team to:

- create and deliver good and outstanding lessons for our students
- assisting in the bespoke pedagogical development of Science staff
- actively promoting and delivering high-quality professional development
- assisting in ensuring that the curriculum offer is appropriate for all students
- promoting strong links with the local STEM community

We can offer you:

- A dedicated team who place students at the heart of everything.
- Experience of leading a development within a team.
- Amazing students who are proud to be part of the school.
- An open and honest professional culture and learning community.

The successful applicant will be welcomed and supported in our friendly environment where we have a passion for learning. Full details and application forms can be downloaded from our website www.ushschool.org from the 'Staff' section.

Closing date: Midday, Thursday 23rd March 2017
Interviews: Thursday 30th March 2017

Our school is committed to safeguarding and promoting the welfare of children and an enhanced DBS will be required for this post.



Job Description: Upper Shirley High School

Post Title:	Lead Teacher for Science
Reporting to:	Senior leader line manager
Responsible for:	Further developing the quality of Teaching and Learning across the Science Department to continue to improve outcomes for students
Liaising with:	Headteacher/Deputy Head, Department Improvement Partner and staff with cross curricular responsibilities, students and parents.
Working Time:	Full time – 1265 hours per year
Salary/Grade:	TLR 1.1
Purpose:	<ul style="list-style-type: none"> ▪ To continue to develop the quality of Teaching and Learning across the Science Department. ▪ Have excellent subject knowledge and understanding of current developments. ▪ To effectively inspire students and improve their achievement. ▪ To prepare, develop and deliver appropriate schemes of work, which provide challenging lessons that support students to achieve. ▪ To co-ordinate joint planning and the effective sharing of good practice. ▪ To meet the developmental needs of staff within the department. ▪ Have ambitious aims for the subject and its relevance to the students attending USH and to communicate these aims effectively to students and staff. ▪ To take an active interest in their own personal development and keep professional skills up-to-date. ▪ To complete all other reasonable tasks as directed by the Headteacher or line manager.
Achievement of students	<ul style="list-style-type: none"> ▪ To enable almost all students, including, where applicable, disabled students and those with special educational needs, to make rapid and sustained progress in the subject over time given their starting points. ▪ To enable students to develop and apply a wide range of skills to great effect, including reading, writing, communication and mathematical skills that will ensure they are exceptionally well prepared for the next stage in their education, training or employment. ▪ Supporting and owning excellent subject knowledge, resulting in astute planning and challenging tasks based on systematic, accurate assessment of students' prior skills, knowledge and understanding. ▪ To lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in the department.
Curriculum Provision:	<ul style="list-style-type: none"> ▪ To provide highly positive, memorable experiences and rich opportunities for high quality learning.

	<ul style="list-style-type: none"> ▪ To add to student achievement and where appropriate to moral, social and cultural development. ▪ To support the delivery of a Science curriculum which provides constant opportunities for discovery and challenge and where students take greater responsibility for their learning. ▪ To supervise, lead, develop and enhance the planning activities of the department to ensure they reflect the needs of students within the subject area, the School Blueprint, and the aims of the school.
Curriculum Development:	<ul style="list-style-type: none"> ▪ To lead curriculum development for the whole department. ▪ To keep up to date with national developments in the subject area and teaching practice and methodology. ▪ To actively monitor and respond to curriculum development and initiatives at national, regional and local levels. ▪ To ensure that the development of the subject is in line with national developments. ▪ To work collaboratively with other departments to develop cross-curricular links.
Teaching standards:	<ul style="list-style-type: none"> • To engender in your department and self the agreed standards for teachers: <ul style="list-style-type: none"> ▪ Make the education of students the first concern. ▪ Be accountable for achieving the highest possible standards in work and conduct. ▪ Set high expectations which inspire, motivate and challenge students. ▪ Promote good progress and outcomes by students. ▪ Demonstrate good subject and curriculum knowledge. ▪ Plan and teach well-structured lessons. ▪ Adapt teaching to respond to the strengths and needs of students. ▪ Make accurate and productive use of assessment. ▪ Manage behaviour effectively to ensure a good and safe learning environment. ▪ Fulfil wider professional responsibilities. ▪ Keep knowledge and skills as teachers up to date and be self-critical. ▪ Develop professional relationships. ▪ Work with parents in the best interest of their students. ▪ Ensure the effective monitoring and evaluation of teaching and learning within the department. ▪ Establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all subject areas within the department. ▪ Contribute to the school procedures for lesson observation. ▪ Monitor and evaluate the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria.
Assessment of and for learning:	<ul style="list-style-type: none"> ▪ To ensure that marking and constructive feedback from teachers and students are frequent and of a consistently high quality, leading to high levels of engagement and interest. ▪ To promote students' high levels of resilience, confidence and independence when they tackle challenging activities through high level teaching. ▪ Support the assessment of students' work in accordance with the school's assessment policy and that this is built in to the cycle of quality teaching and learning. ▪ Ensure that the homework set continues to develop scientific enquiry,

	builds upon the learning in school and is marked on a regular basis.
Promotion of the school in the wider community:	<ul style="list-style-type: none"> ▪ To lead the development of effective subject links with other schools and the STEM community. Effective promotion of subjects at Open Days/Evenings and other events. ▪ To attend network meetings arranged by the LA. ▪ To actively promote the development of effective subject links with external agencies.
Additional Duties:	<ul style="list-style-type: none"> ▪ To take responsibility for, and demonstrate commitment to, own professional development. ▪ To engage actively in the performance management review process. ▪ To undertake any other duty as specified by Headteacher not mentioned in the above.
<p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.</p> <p>The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.</p>	
<p>This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.</p>	

Person Specification for Lead Teacher Science

Essential	Desirable
<p>Qualifications Degree. Qualified Teacher Status. Experience of teaching Science related subjects or developing Science related whole school initiatives. Evidence of relevant continued professional development over the last three years.</p> <p>Professional Development Evidence of a commitment to own professional development. Recent relevant in-service training in Science related subjects. Professional development/ mentoring of colleagues. Experience of leading a development within a team. Excellent knowledge and understanding of current issues in science education</p> <p>Experience Development of innovative teaching and learning. Evidence of achievement in teaching across the Key Stages. Contributing to, and development of, Schemes of Work across the Key Stages. Effective use of Assessment for Learning to engage students as partners in their learning. Clear evidence of raising student achievement.</p> <p>Knowledge Secure understanding of a range of successful teaching and learning strategies to meet the needs of all students. Implementing curriculum development that has led to raising standards in the department. Clear vision for the teaching of Science. Use of strategies to promote good student relationships and high attainment in an inclusive environment. Strategies to enhance teaching and learning of ICT within Science. Sound knowledge of requirements for SOW for Science at KS3/4. An understanding of Science related subjects at KS3/4. Understanding of the characteristics of an effective learning environment and key elements of successful behavior management.</p>	<p>Post graduate accredited training in education management/leadership.</p> <p>Other recognised qualifications in Science</p> <p>Relevant in- service training in management and leadership.</p> <p>Successful experience in position of responsibility. Development of partnerships with other schools, business and the community. Evidence of leading staff raising standards of learning and teaching.</p>

<p>Skills Willingness to develop high quality leadership and management skills. High quality teaching skills. Ability to build and maintain good relationships. Ability to interpret and analyse data for target setting and development activities. Dynamic and innovative approach to teaching and learning. Ability to carry out lesson observations, provide constructive feedback and suitable action points as a result. Ability to generate high expectations, enthusiasm and commitment. Competent coordinator and motivator. Ability to plan and resource effective interventions to meet curricular objectives. Confident use of ICT. Ability to build positive working relationships with colleagues and provide support through effective line management.</p> <p>Commitments To comprehensive education. Active participation in whole-school developments. To lead extra-curricular activities/educational visits/out-of-school learning.</p> <p>Personal Ability to positively influence the work of individuals within the Science department. Passion for teaching. Energy, enthusiasm and flexibility. Ability to critically evaluate own performance. Good health and attendance record. Sense of humour and a positive outlook on life. Ability to work under pressure and determination to succeed.</p>	<p>Ability to use and promote a wide range of teaching methodologies. Excellent communication and presentation skills.</p> <p>Ability to motivate large groups Potential for further promotion. An ability to recognise and utilise the strengths of individual teachers.</p>
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