



Kingfisher
Schools Trust
Achieving Success Together

Teacher of Science

Stowmarket High School

Opportunity, Community, Excellence



Job Description: Teacher of Science (with ability to teach either Biology or Chemistry)

Reports To: Subject Lead

Grade: MPS/UPS

Role Purpose:

To teach and tutor students, achieving high standards of attainment and self-discipline on the part of those students.

Duties and Responsibilities:

All Teachers are required to carry out the duties of a school teacher as set out in the current 'School Teachers' Pay and Conditions Document' and all Teachers job descriptions are linked to the DfE Teachers' Standards 2012. Teachers' work performance will be assessed against the Teachers' Standards as part of the appraisal process.

It is expected that post holders:

- Set high expectations which inspire motivate and challenge students.
- Teach students across the age and ability range.
- Establish clear targets for achievement and evaluate progress through the use of appropriate assessments and records and regular termly analysis of this data.
- Prepare, develop and deliver teaching programmes using materials and techniques which will engage and stimulate pupils of all abilities in line with the standards and protocols established by the school.
- Give students regular feedback, both orally and through accurate marking and encourage students to respond to the feedback, reflect on progress and take a responsible and conscientious attitude to their own work and study.

Professional Behaviour:

- To maintain high standards of professional behaviour towards colleagues, students and parents.
- To provide a role model for students.
- To develop a relationship with students which is professional, firm, caring and friendly.
- To maintain an appropriate and professional distance with students in more informal situations, or when dealing with sixth form students.
- Maintain a professional standard of dress.

Preparation:

- For each course taught, to write and/or to work with others to write schemes of work which address the requirements of the syllabus or scheme of work being followed in an organised manner, making provision for variety in learning styles and assessment activities.
- For each lesson, to write a lesson plan which supports a well-structured and varied lesson meeting the learning needs of all pupils and enabling them to be confident in their learning.

Teaching:

- To take responsibility for behaviour in the area outside the classroom before the lesson begins. ▀
- To ensure that students enter the classroom in an orderly, respectful and appropriate manner, and that the tone is set for a purposeful lesson.
- To manage behaviour in accordance with the School's Behaviour Policy, ensuring that rewards and sanctions are used consistently as described within the policy.
- To communicate learning objectives clearly to students in a manner which is likely to put them in control of their learning.
- To provide a variety of learning activities which maintain interest and meet the needs of individual students.

- To ensure that students are fully engaged in their learning for the entire lesson and have the opportunity to learn independently.
- To use assessment activities which test the learning of students and feedback to them in a way to strengthen their understanding and to make them confident in their learning.
- To have full regard to the structures and techniques laid out in the key strategy and to other learning approaches adopted by the school.
- To ensure that students leave the classroom in an orderly manner and to take responsibility for behaviour outside the classroom at the end of lessons.

Assessment:

- To monitor students work regularly and to mark in accordance with the school's marking policy.
- To use assessment in lessons in line with the School's Assessment for Learning policy.
- To develop assessments and/or to work with others to develop assessments so students' progress on each can monitored in accordance with the school's assessment calendar, and in accordance with its assessment policy.

Pupil Progress:

- To monitor student progress against targets, and to ensure that progress is at least good.

Personal Development:

- To take responsibility for keeping up to date with subject knowledge and in maintaining personal professional development.

Tutoring:

- To carry out the role of a form tutor in accordance with the tutorial procedures set out in the School's Behaviour Policy.
- To care for students in the tutor group, to know them individually, and to aim to develop in them high standards of self-discipline.
- To liaise closely with the Year Leader and to ensure that tutorial practice aligns with School policy.
- To lead interviews with students and parents on Parents Evenings.
- To be a point of contact with parents and to respond promptly to enquiries from parents.

Behaviour Management:

- Implement whole school strategies to support behaviour for learning.
- Carry out morning and after school duties as directed.
- Establish a framework for discipline with a range of strategies using praise, sanctions and rewards consistently and fairly.
- Maintain good relationships with students, exercise appropriate authority and act decisively as necessary.
- Be a positive role model and consistently demonstrate the positive attitudes, values and behaviour which are expected of students.
- Promote and safeguard the welfare of all students within the school, raising any concerns in accordance with the school's protocols and procedures.

Professional responsibilities:

- Support the school's Initial Teacher Training activity
- Take opportunities to develop professionally and share good practice to develop consistently high standards of teaching and learning
- Facilitate the work of support staff to enhance student progress
- Work collaboratively with parents and carers to support student progress
- Support students to develop wider key skills
- Uphold all school policies
- Attend and actively participate in meetings
- Make a positive contribution to the wider life and ethos of the school.
- To show a record of excellent attendance and punctuality.

All employees of Kingfisher Schools Trust will:

- Ensure that they adhere to the trust code of conduct and all policies and procedures including those relating to child protection and safeguarding, equal opportunities, health and safety, security, confidentiality and data protection
- Support the school and departmental development plans and positively engage in continuous professional development activities
- Seek advice and escalate more complex issues to the appropriate person within the workplace structure, using discretion as appropriate
- Undertake any other duties in line with their level of responsibility, as reasonably directed by the line manager or the Headteacher or a person acting with delegated authority on their behalf



Person Specification

| Essential criteria | Desirable criteria |
|---|---|
| <p><u>Qualifications and education:</u></p> <ul style="list-style-type: none"> • Degree in the subject to be taught or relevant subject • QTS | <ul style="list-style-type: none"> • Relevant professional qualifications • Master’s degree • Evidence of recent continuing professional development, including Safeguarding training |
| <p><u>Experience and knowledge:</u></p> <ul style="list-style-type: none"> • Experience of teaching the subject across the secondary age range • Ambitious for the amount of knowledge pupils will have at age 16 • Experience of assessing students for a variety of purposes using appropriate strategies • Experience of collecting and analysing student data to set, monitor and achieve student performance targets • Experience of successfully supporting pupils as a form tutor or in a pastoral role • Experience of working constructively to achieve team objectives and deadlines • Working with whole-school behaviour systems | <ul style="list-style-type: none"> • Experience as a teacher at KS3 and KS4, with a track record of achieving successful outcomes for pupils of all abilities. • Experience of creating and delivering engaging and challenging programmes of study • Experience of peer observation processes • Thorough knowledge of current subject specialist developments in the National Curriculum |
| <p><u>Skills and attributes:</u></p> <ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the values, policies and practices of the Trust • Manage pupil behaviour in line with school policy • Ability to build and maintain effective working relationships with colleagues, pupils, parents and the wider community • High expectations for children’s attainment and progress • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality | |
| <p><u>Professional development:</u></p> <ul style="list-style-type: none"> • Commitment to personal professional development | |