

A note from the Principal.

Dear Candidate,

I am delighted that you are interested in the role of Lead Practitioner of Science at Ark Evelyn Grace Academy, here in the heart of Brixton.

At Ark Evelyn Grace, we believe that education is transformational; that is why what we do matters and why we are always seeking to improve our practice.

I intend for Ark Evelyn Grace to be the school of choice in the local community, whose reputation is centred on great teaching, exemplary behaviour, and unrivalled opportunities beyond the classroom. This will only be achieved through our collective efforts and by exemplary leadership.

We are therefore seeking to appoint a dedicated and enthusiastic individual who is passionate about education as a means of helping our students become cleverer and kinder every day. We believe that all our students can achieve excellence, no matter what their background and that they all deserve the very best teachers and resources to help them secure the very best qualifications. Accordingly, we offer a rigorous curriculum and a broad enrichment programme for students at all key stages.

As teachers we know that there is no substitute for hard work and this, above all else, will help our students understand and achieve excellence. We will help each student gain a firm knowledge and understanding so that the passion for their subjects grows and matches that of every one of us.

Schools are not just a place of learning; they are a journey of self-discovery, intellectual enquiry, and growth. That should be as true for every member of staff as it is our students. This role offers the opportunity for real growth and development, especially for an aspiring headteacher, someone able to have impact at a whole school level. We hope that you will be interested in applying for this role.

If you have any questions or would simply like a conversation please contact me at tim.dainty@evelyngraceacademy.org or A.Myers@evelyngraceacademy.org HR Advisor.

Join us in providing excellence for all.

Yours faithfully,



Tim Dainty
Principal

Job Description: Lead Practitioner of Science

Reporting to:	Head of Science
Start Date:	September 2021
Contract:	Permanent, Full Time
Salary:	Ark Lead Practitioner Pay Scale: Pay Points: 2 - 6 (£51,984-£56,536)
Location:	Brixton, London
Deadline:	19th May 2021, 9am
Interviews:	w/c 24th May 2021

The Role

The role of Lead Practitioner of Science is critical to the continuing progress of the academy. This role is essential to how we will achieve the highest standard of learning and teaching in every classroom within Science and beyond. As Lead Practitioner of Science, you will be an exemplary classroom practitioner who secures student outcomes for all and are able to teach students across key stages.

As part of the teaching and learning team, Lead Practitioners are involved in developing the classroom practice of teachers within the academy both within and beyond the Science department. You may work with a particular cohort of teachers, for example, trainees and may also have a remit within your subject specialism. As Lead Practitioner of Science, you may carry out individual coaching, delivering inset or training, as required.

Key Responsibilities

- To develop and improve the practice of teachers both within and beyond the Science department so that inadequate teaching and teaching that requires improvement is eradicated
- To observe your coachee and provide high quality, diagnostic feedback that enables rapid improvement
- To alter your coaching method/style depending on the teacher you are working with
- To analyse and deconstruct the teaching and provide strategies that will impact on the areas for improvement
- To motivate and inspire your coachee to want to be outstanding
- To plan and lead inset to staff in line with the requirements of the academy
- To evaluate and measure the impact of the inset and provide follow up sessions that is informed by the evaluation
- To carry out learning walks with staff and to measure consistency across the academy - you will then use this to inform further training for staff.
- There will be the potential to work across both ARK Evelyn Grace and ARK Globe Academy in working to coach and develop teachers
- To develop and support effecting planning for schemes of learning.

Outcomes and Activities

Creativity

- To experiment and innovate exciting and effective new teaching and learning strategies inside and outside of the Science department.
- To conduct relevant research related to new practice.
- To strategically plan the coaching programme for each coachee.
- Sustain outstanding practice in your own classroom by constantly reflecting and refining.
- To create new and exciting resources.

Teamwork

- To model the outstanding practice and be observed as necessary so that staff can develop their own understanding of what good or better learning looks like.
- To work collaboratively and creatively with the teaching and learning coaching team and SLT Lead.
- To seek out exceptional practice from other institutions so that we continually develop our practice.
- Use your learning to develop new and effective approaches to teaching and learning across the Academy.
- Deliver high quality training and inset sessions to new staff (all levels).

Disseminating best practice based on educational research

- Identifying educational research to enhance existing practices.
- Support teachers in creating positive behaviour management through good teaching.
- Co-ordinating the assessment and analysis of data and information and developing action planning.
- Co-ordinating the assessment strategies to address underachievement and reducing disaffection.

Other

Appraisal

- Your appraisal targets will be directly linked to your impact on the people your coach and will be defined accordingly.
- Your timetable allocation will be dependent on how many teachers you are coaching and the needs of the academy.

Commitment

- You must continually demonstrate an unwavering commitment to the academy's priorities and policies as modelled through your own actions and through your leadership of others
- Should your quality of teaching and learning not be sustained, this post will have to be re-considered accordingly.
- To undertake any other responsibilities as directed by the Principal.

This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by your line manager.

Person Specification: Lead Practitioner of Science

Qualification criteria

- Qualified to degree level and above in a Science based subject
- Qualified to teach in the UK
- Evidence of professional development relevant to the Advanced Skills Teacher (now Lead Practitioner) standards.

Experience

- Experience of providing professional development to teachers, including coaching, mentoring and training
- Experience of designing and developing resources to support learning across different subject areas
- Experience of preparing and leading training sessions
- Demonstrable experience of significantly raising attainment in a challenging context
- Experience of reflecting on and improving teaching practice to increase student achievement
- Evidence of continually improving the teaching and learning in their subject area through schemes of work, assessment and extra-curricular activities etc.

Knowledge

- Knowledge of the latest educational research, findings and best practices
- Excellent understanding of the OFSTED Framework and what constitutes effective teaching and learning
- Excellent knowledge of the National Curriculum for KS3 and KS4 and a solid grounding in the assessment processes used to support planning and raise student attainment across these Key Stages
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Behaviours:

Leadership

- Effective team member and leader
- High expectations for accountability and consistency
- Vision aligned with ARK's high aspirations, high expectations of self and others
- Genuine passion and a belief in the potential of every pupil
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all pupils.

Teaching and Learning

- Excellent classroom practitioner – ensures that their own classroom practice models best practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward

- Has good communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and pupils
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.