

**JOB ROLE:** Trust Director of Science

**PAY BAND:** LPS 13-17

**REPORTS TO:** Trust Education Director

Salterns Academy Trust is a vibrant learning community where every member of staff understands the difference that they can make to our students' outcomes. We expect all staff to be actively involved in the personal development of our young people and to show full commitment to their own and the school's professional development.

Salterns Academy Trust and its Trust Board are committed to safeguarding and promoting the welfare of children and young people; and they expect all staff to share this commitment.

**Key Purposes:**

To lead the development of an outstanding Trust Science curriculum which enables teachers and relevant support staff to ensure effective learning for all students so that they all make expected or better progress over time.

To lead the implementation of the Science curriculum across all trust schools to ensure the application of innovative and effective pedagogical practices which are aligned with the Trust Teaching and Learning Principles, that lead to strong outcomes for all learners.

To lead the Science faculty in a trust school where needed and fulfil the duties of the role.

To provide outreach curriculum school improvement work as directed by the Education Director.

To lead aspects of the delivery of the Personal Development Curriculum as required, and to ensure the promotion of students' physical and emotional wellbeing throughout the school day.

To be a tutor and play an active role in the contribution to their House ethos.

To consistently model the Trust's expected standards of Teaching and Learning or better, in all areas of their own practice.

**Accountabilities:**

**1. Leading and Managing Policy.**

- a. Shapes and articulates a vision with clarity, inspiring others to generate commitment to common goals and values for the Science curriculum across the trust.
- b. Carry out Science faculty reviews, evaluations and development and planning in line with trust procedures and drive improvement in line with the school's and trust's strategic objectives.
- c. Ensure the trust has an effective Science policy with regard to Teaching and Learning and Assessment.
- d. Ensure the trust has an effective Science policy with regard to Curriculum which is shared and well understood by all.
- e. Represent the trust on relevant committees or working parties within and beyond the trust schools.

**2. Leading and Managing Achievement.**

- a. Analyse the performance of students in detail after each data drop and work with the Curriculum Directors to implement appropriate actions to tackle identified areas of underachievement.

- b. Monitor and ensure the continued development and implementation of systems for target setting, tracking student progress and department interventions to tackle identified underachievement.
  - c. Monitor the quality of assessment on a regular basis, ensuring compliance with Trust policy and implementing appropriate actions to ensure the continued drive towards the highest standards of Assessment as an entitlement for every student.
  - d. Continually evaluate the effectiveness of the trusts Science Curriculum provision to ensure that it is meeting the needs of all groups of learners.
  - e. Work with Primary Partner Schools and post-16 providers to ensure students' achievement is maximised at Trust schools and beyond.
- 3. Leading and Managing Teaching and Learning.**
- a. To work with the Lead Practitioners: Science and Curriculum Directors to ensure all students experience the highest quality of Teaching and Learning across every Science faculty.
  - b. Monitor the quality of Teaching and Learning across the trust to ensure that teachers are planning and delivering lessons and curriculum experiences which meet the needs of all students.
  - c. Keep up-to-date with developments in Science pedagogy, discussing new material, methods and approaches with colleagues by leading subject specific professional development.
  - d. Co-operate with all concerned to promote the welfare of the students.
  - e. In collaboration with Curriculum Directors develop resourced Schemes of Learning and monitor the impact and effectiveness of them.
  - f. Make and monitor judgements about student attainment, progress and personal development. Ensure consistency of judgements through meetings, moderation and standardisation with Curriculum Directors.
  - g. Ensure the provision of a range of extra-curricular activities to promote student engagement and motivation and to foster their curiosity and enthusiasm for learning about science.
  - h. Ensure the Science Curriculum Offer is published on the Trust and school websites and kept up to date.
- 4. Leading and Managing People.**
- a. Lead a Trust Science improvement group.
  - b. Lead the teams effectively through all changes, maintaining a balance between Strategic and Operational activities.
  - c. Provide support for Curriculum Directors in leading and managing staff to achieve sustainable improvement by:
    - Implementing Appraisal for teachers and support staff within the Science teams.
    - Creating the conditions for the teams to hold themselves accountable to review their own individual practice through credible and challenging feedback, supportive performance management, meetings and peer collaboration and observation.
    - Monitor the performance of Support Staff working within the faculties.
    - Encourage and support teachers to improve their practice in line with Trust and School Improvement Plan priorities.
    - Effective and regular line management with members of the faculties.
  - d. Be accountable for staff performance, implementing strategies to support development and maintain high standards.
  - e. Provide a trust programme of induction and support for early career teachers in liaison with the Education Director.
  - f. Provide a trust programme of support for non-specialists and teachers New to the UK.
  - g. Play a full role in the recruitment and retention of science teachers.
  - h. Play a full role in ensuring meetings with their Line Manager are productive, developmental and effective in raising standards.

- i. Reporting to the Education Director and Trust Executive Leadership Team on all aspects of science performance across the trust.

**5. Leading and Managing Resources.**

- a. Ensure a stimulating working environment for effective learning across the Science Faculties, ensuring the regular update of classroom and corridor displays.
- b. Ensure that all staff working with the Science faculties are informed of any specific Health and Safety matters pertinent to the subject and that appropriate Risk Assessments are carried out.

**6. Additional Duties.**

- a. To participate fully in the delivery of the Personal Development Curriculum, leading events as required.
- b. To represent the trust at Local Authority meetings when required.
- c. To represent the trust at Trust Board meetings when required.
- d. To lead staff meetings and INSET as required.
- e. To be an active member of the wider senior leadership team, attending meetings and leading on strategic change.
- f. To ensure that the positive, inclusive and restorative ethos of the Trust is communicated to and celebrated by all stakeholders.
- g. To take responsibility for your own wellbeing.
- h. To undertake SLT duties, taking Duty Leader responsibilities as required.
- i. At the discretion of the Education Director, to undertake other activities from time to time agreed to be consistent with the nature of the role.

*This job description is subject to annual review and/or change at other times in response to identified needs. It is expected that the post holder will undertake additional duties, as required, and in agreement with their line manager, to operate in a flexible environment.*

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