

SAINTS JOHN FISHER & THOMAS MORE RC HIGH SCHOOL

Appointment of Subject Leader of Science: Criteria for Selection

APPLICATION FORM AND LETTER	ESSENTIAL	DESIRABLE	EVIDENCE A – Application E - Experience I – Interview R – Reference T - Task
Qualifications			
• A recognised teaching qualification, eg degree in relevant subject plus a PGCE or equivalent	✓		A
• Further degree or evidence of further education or study		✓	A
• The Catholic Certificate in Religious Studies		✓	A
• Evidence of involvement in relevant CPD	✓		A
Professional Experience			
• To know and understand the subject area of the Sciences sufficient to lead members of the department	✓		A/E/I
• To understand the requirements of the Science curriculum across Key Stages 3 and 4 for the purposes of leading the department and advising senior staff on matters of policy and practice	✓		A/E
• To understand and be able to lead on the principles of assessment for learning, a full range of assessment techniques, recording and reporting requirements consistent with school policy	✓		A/E/I
• To know the characteristics of high quality teaching and the variety of teaching and learning styles and how they impact on the quality of learning and student achievement	✓		T/I
• To know and understand how to use comparative data to set realistic and challenging targets, track student progress and evaluate achievement outcomes	✓		I
• To demonstrate a good understanding and knowledge of current and new examination specifications and developments	✓		A/E/I
Experience			
• Substantial, recent and successful teaching experience across the age and ability range in a comprehensive school	✓		A
• Substantial experience of successful impact as a teacher or in department	✓		A/E
• Evidence of involvement in transformation and change in a department.		✓	A/I
Teaching and Learning Skills			
• To be an effective teacher, able to deploy a range of teaching and learning styles and manage the learning environment to promote excellence and high achievement for students of all abilities	✓		I/R
• To inspire students in their study and enjoyment of Science	✓		T/R
• To be able to relate well to students in a professional manner in a variety of contexts	✓		I
• To be able to use ICT as an integral part of teaching and learning and all aspects of curriculum leadership	✓		I
• To demonstrate high quality teaching on an on-going basis	✓		A/E/I
• To be able to work flexibly and under pressure.	✓		A/E/I

Leadership Skills			
• To be able to lead a team of staff with a variety of experience, skills and understanding to promote high standards and raise levels of student achievement	✓		E/I
• To ensure that the provision of the Scisence curriculum is fit for purpose, engaging students at all levels of ability, so that all can achieve their full potential	✓		E/I
• To be able to implement change and development in collaboration with Science staff and senior leadership as appropriate	✓		I
• To be committed to and provide opportunities for the professional development of members of the Science department	✓		E/I
• To manage the capitation budget for Science effectively	✓		I
• To have the skills to lead the Quality Assurance of Science provision and departmental priorities	✓		I
• To provide clear strategies for improvement following analysis/review of date/performance.	✓		I
• To analyse or review departmental teams and provide feedback and high quality reports	✓		I
• To be able to develop intervention strategies that have an impact on pupil outcomes	✓		A/I
• To evidence innovative teaching practices based on current best practice.	✓		I
• To be able to offer advice on school-based assessments and examinations	✓		I
• To demonstrate the ability to assess school-based assessments and identify strategies for improvement.	✓		A/I/T
Qualities			
• To have an understanding of and an ability to contribute to the daily mission of the school, irrespective of faith background	✓		I
• To be committed to the entitlement of all students to a broad and balanced curriculum	✓		I
• To be able to support the school's mission and values	✓		I
• To be able to demonstrate excellence in one's professional work and the achievements of students	✓		I
• To be able to demonstrate commitment to improvement in one's professional work with students and colleagues	✓		E/I
• To be committed to continuous professional development at all levels	✓		I
• To be able to maintain effective and professional relationships with the Headteacher, Faculty Leader, the Senior Leadership Team and Departmental Team.	✓		I
• To be able to lead and work effectively as a member of a team	✓		E/I/R
• To be able to gain professional credibility swiftly with the departmental team.	✓		I
• To be resolute in the leadership of the department	✓		I
• To be resilient and cope with periods of pressure effectively with good humour and a sense of proportion	✓		I
• To be committed to the philosophy of inclusive education	✓		I/R
• The capacity to contribute to the wider life of the school	✓		A
Application Form and Letter			
• Letter should be clear, concise and presented in an organised way (not more than 2 sides of A4; not smaller than font size 11)	✓		A
• Application form should be fully and accurately completed	✓		A

CONFIDENTIAL REFERENCES	ESSENTIAL	DESIRABLE	EVIDENCE A – Application I – Interview R – Reference
Written professional and faith references should show:			
<ul style="list-style-type: none"> A strong level of professional support and a positive recommendation from the applicant's current employer. 	✓		R
<ul style="list-style-type: none"> Catholic applicants are advised to provide a faith reference from their parish priest 	✓		