

# Lead Practitioner of Science



Cornwallis Academy



## Build your Career, Shape your Future, Apply today

Cornwallis Academy is a Good school with over 1300 students educating the next generation of young people aged between 11 and 18.

Cornwallis Academy is part of Future Schools Trust, a dynamic and inclusive multi-academy trust, founded in 2007.



*A great place to be*





**Cornwallis Academy**  
*Ambitions for All*

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## Welcome from the Headteacher

**Samantha McMahon**  
BA (Hons) | NPQH



Cornwallis is a fully inclusive school, enabling all students to be the best they can be by having 'ambitions for all'. In line with our 'SMILE' ethos, our aim is to motivate, inspire, excite and engage all students so that they can be successful.

We place students' wellbeing at the heart of everything we do. A strong community ethos permeates, throughout the school, focusing on learning and progress as well as the whole child. Our popularity continues to grow with record student numbers at an all-time high.

Our aim is to ensure that all students achieve their full potential within a safe and nurturing environment. We also aim for all our students to develop as confident, courteous and capable young people.

We have an excellent team of teaching and support staff, who are committed to ensuring lessons are engaging and challenging. We offer support where support is needed and stretch and challenge each child to do the best they can. It is important for us to deliver a broad and balanced curriculum to allow students to discover their interests.

We offer a number of prestigious scholarship programmes, in Art, Football (in partnership with Maidstone United Football Club) and Dance (in partnership with Maidstone Dance Studios).

We are also proud of the pastoral care we provide for our students and do everything in our power to make them feel valued and part of a community.

We look forward to welcoming you to Cornwallis Academy.

Samantha McMahon



|                        |                              |
|------------------------|------------------------------|
| <b>Post:</b>           | Lead Practitioner of Science |
| <b>School:</b>         | Cornwallis Academy           |
| <b>Department:</b>     | Science                      |
| <b>Responsible to:</b> | Director of Science          |
| <b>Compensation:</b>   | Lead Prac PayScale 6-10      |

## Purpose

To lead and manage the development of excellent classroom teaching practice across the department and to play a role in the overall strategic direction of continuing professional development (CPD) for teachers across the school.

To design and deliver CPD for teachers across the school as agreed.

To be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners ensuring a centre of best practice and excellence.

## Main duties and responsibilities

### CPD

- To play an overall strategic role in the development of CPD for teachers across the school
- To deliver school based development and training for groups of teachers (ITT, Teach First, NQTs, etc.) and departments within the school in order to improve the quality of teaching and learning
- Coach and mentor teachers, including trainees and NQTs
- To support the teachers in their department to ensure robust self-evaluation of teaching and learning and make a significant contribution to improving the quality of teaching and learning within the team
- To lead the development of key skills within specific curriculum areas and support the training of staff
- Support and coach staff in developing and improving their teaching and to help move their lessons to consistently good or outstanding.
- Any other duties commensurate with the post, as directed by the line manager

## Teaching and Learning

- To teach engaging and effective lessons that motivate, inspire and improve student attainment and consistently model best practice
- Work with curriculum leaders on the development of consistently good pedagogy across the school
- Support the implementation of the school's teaching and learning policy
- To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and students make better than expected progress
- To provide a nurturing classroom and school environment that helps students to develop as learners
- To help to maintain/establish discipline across the whole school and contribute to the effective working of the school.
- Research, analyse and disseminate materials and advise on practice, research and continuing professional development provision
- To contribute significantly to the development of course outlines, syllabuses and schemes of work within the specified curriculum area
- To model best practice in ensuring that lessons are well differentiated including providing for the least able and for the most able and gifted students
- To model best practice in the effective use of student performance data, and student and staff target-setting so that this impacts on classroom practice and contributes to raising achievement
- To model best practice in the production of oral and written assessments, reports and references relating to individual and groups of students
- Work with curriculum leaders to prepare for OFSTED inspections
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in student achievement
- Ensure that all students achieve their individual targets and achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level
- To model best practice in maintaining regular and productive communication with students, parents and carers, to report on progress, sanctions and rewards and all other communications
- To model best practice in regards to the use of support staff assigned to lessons and when required participate in related recruitment and selection activities
- Enrich the curriculum with trips and visits to enhance the learning experience of all students
- Participate in preparing students for external examinations
- Implement and adhere to the school behaviour management policy, ensuring the health and well-being of students is maintained at all times.

## School Culture

- Support the school's values and ethos by contributing to the development and implementation of policies practices and procedures
- Help create a strong school community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop a small school/department culture and ethos that is utterly committed to achievement
- To be active in issues of student welfare and support
- Support and work in collaboration with colleagues and other professional in and beyond the school, covering lessons and providing other support as required.

## Person Specification

- Qualified teacher status
- Degree or equivalent
- Established and evidenced practice as an outstanding teacher over a prolonged period
- Evidence of a commitment to own professional development
- Outstanding classroom practitioner
- Outstanding GCSE and A Level Results
- Proven ability to raise standards in classrooms other than their own
- Experience of leading teaching and learning initiatives beyond their own classrooms
- Excellent understanding of the components which comprise outstanding teaching and learning
- Experience of giving effective feedback to colleagues about professional performance
- Experience of coaching and mentoring colleagues
- Experience of conducting lesson observations
- Use of assessment and attainment information to improve practice and raise standards
- Outstanding subject knowledge
- Use of strategies to promote good learning relationships and high attainment in an inclusive environment
- Vision for the developments of Teaching and Learning
- Strategies to enhance teaching and learning
- Use of intervention strategies to address identified issues for development
- Awareness of the latest developments and initiatives in education
- Excellent interpersonal and communication skills
- The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience
- Develop high quality learning strategies and monitoring learner progress to raise attainment
- Evidence of high achievement in teaching across the Key Stages
- Working effectively as a middle manager or currently leading a key responsibility/development within a team
- Working effectively as a personal tutor
- Experience of contribution to the professional development/mentoring of colleagues
- Effective use of Assessment for Learning to engage learners as partners in their learning
- Ability to establish curriculum development, assessment, coordination and coaching
- Ability to plan and resource effective interventions to meet curricular objectives
- Development of partnerships with other schools, business and the community

## Welcome from the Chief Executive Officer

Isabelle Linney-Drouet

BA (Hons) | NPQH



Welcome to Future Schools Trust: **Relentless Ambition for Young People.**

We aim to achieve our vision by bringing together our family of schools to create a cohesive and aspirational community which enables every child and member of staff to exceed their expectations.

### Our values are:

- Integrity
- Respect
- Resilience
- Strong Work Ethic
- Collaboration
- Equality

The best interests of young people guide every ambition and decision we take. We are passionate in our belief that schools are stronger when they work together whilst being proud and protective of the unique identity of each of our schools in the Trust. Maintaining a strong moral purpose and supportive but challenging culture is central to everything we aim to achieve.

I hope this introductory letter provides a sense of our culture and ethos and our direction of travel. If you decide to apply, we appreciate how long it takes to apply for jobs, but please do not send a general application; we are looking for someone prepared to respond to us, respecting where we are at on our journey as a Trust. You can be sure that we will take time and care in reading your personal application.

Electronic application forms should be completed on the Every Portal which you can access at [www.cornwallisacademy.com/vacancies](http://www.cornwallisacademy.com/vacancies).

Best wishes

A handwritten signature in black ink, appearing to read 'Isabelle Linney-Drouet', written over a light blue abstract background shape.

Isabelle Linney-Drouet  
Chief Executive Officer



## **Application:**

We welcome applications from all qualified candidates, including neurodivergent individuals. If you are excited about this opportunity and believe you are a great fit for our team, please complete our School Application Form, we are unable to accept CVs. Electronic application forms should be completed on the Every Portal which you can access at [www.cornwallisacademy.com/vacancies](http://www.cornwallisacademy.com/vacancies).

If you would like to take a look around our fantastic facilities and meet the staff that you could be working alongside, please email [recruitment@futureschoolstrust.com](mailto:recruitment@futureschoolstrust.com) to arrange a visit.

## **Health & Safety:**

So far as is reasonably practicable, the postholder must ensure that safe working practices are adopted by employees, and in premises/work areas for which the postholder is responsible, to maintain a safe working environment for employees and students/pupils.

## **Safeguarding:**

Future Schools Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Future Schools Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All successful candidates will have to meet the person specification and will be subject to an Enhanced DBS check.

Future Schools Trust is dedicated to attracting the right teachers and support staff who are committed to developing and nurturing our students and we must provide the rewards for that to happen.

Alongside providing a competitive pay and benefits package, we offer lifestyle discounts for retail purchases and tax-efficient schemes for childcare and cycle-to-work purchases.

### **Pension Scheme:**

From your start date you can join either the Teachers Pension Scheme or the Kent County Council Pension Scheme. Contributions are made based on your salary scale.

### **Annual Leave:**

For support staff annual leave starts at 25 days a year plus Bank Holidays and increases after 5 years' service.

### **Cycle to work scheme:**

We offer a cycle to work scheme, this tax beneficial scheme encourages employees to cycle to work or take advantage of the scheme to purchase a bicycle for leisure.

### **Retail, Health & Social Offers through Kent Rewards:**

With Kent Rewards you can also get great discounts on pretty much everything you can imagine! Whether it's a meal at a restaurant, a trip to the cinema, or even a visit to a theme park there are plenty of ways that you can save.

### **Other offers:**

- Benenden Private Healthcare Scheme – Optional to Join
- Specsavers Vouchers
- Full access to our Employee Assistance Programme, 24/7

[Click here to view all our employee benefits.](#)





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*Ambitions for All*

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