

Michael Brown,
Summary of Employment

Key Objectives:

- 1) *To lead on the development of Science in Prince Andrew School to support the academic development and attainment of all students.*
 - a. Developed CPAC monitoring methods including feedback sheets and trackers. These sheets and trackers have been used as exemplar material by the exam board (AQA) and PAS staff have liaised with other schools to provide assistance with their CPAC tracking
 - b. Revised KS3 Scheme of work. Following the UK NC change I implemented a new KS3 scheme of work, fully resourced including textbooks, schemes of work, tracking, assessment and reporting.
 - c. Promoted the Co-ordinated science course at GCSE. Numbers choosing co-ordinated science have risen from 25% of the year group to approx. 50%
 - d. Promoted A-Level science options. Numbers choosing one or more sciences at A-Level have risen steadily every year, with the majority of students now choosing at least one STEM subject.
 - e. Worked with Learning Support to develop a Low-Ability curriculum to support weaker KS3 students and enable progress.
- 2) *Developing specific job related technical skills and knowledge in an individual or across teams and groups*
 - a. Mentoring/Coaching of previous and current Science Lab Tech with regards to Health and Safety and Practical preparation best practice.
 - b. Coaching of HoD regarding practical monitoring
 - c. Providing formal and ad-hoc training to staff members on SIMS, Smart Boards and IT related education tools
- 3) *Enhancing knowledge, skills and abilities of individuals, teams and the Public Service as a whole*
 - a. As above 2c
 - b. Provided distance learning support to university students and applicants
- 4) *Supporting the improvement of overall Public Service performance*
 - a. Administered UCAS applications for all St Helena applicants
 - b. Developed and Streamlined the St Helena Post School University Scholarship applications
- 5) *Supporting the development of the island (including voluntary work) which may be unrelated to your substantive role.*
 - a. Range of Charity Committees including currently Dive Club and PTA
 - b. Range of "Media" supporting including running two weekly radio shows and a weekly outdoor cinema/film club.
 - c. Support of youth organisations overseas trips.
- 6) *Develop succession plans, or contribute to succession planning for staff within the section*
 - a. Identified and mentored a trainee teacher currently undertaking IPGCE secondary science with a focus on Biology (Including KS5 Biology) this teacher will be a suitable "replacement" for the previous Biology teacher who was internally promoted out of the classroom. At this time there is not currently a locally identified Chemistry teacher, however several students currently in school have expressed an interest in this post.

These students are aware of the career plan and available routes for achieving this.

Please outline your three main achievements from your time on St Helena and the impact you believe these will have:

1. Promotion of further study at 6th form and beyond.
 - During my time as Head of Sixth form and Advisory teacher of science I have promoted the 6th form and the applications to sixth form have risen from 6-10 yearly to approx. 20-24. Whilst at this point not all application result in successful candidates the increase in aspirations of lower school students should result in even higher application numbers and successful applicants in future years.
 - Scholarship/careers guidance. Guidance provided to students on courses that fit within the SHG long term plans and their own interests to hopefully increase the number of students returning to the island.
2. Redesign of KS3 curriculum to meet current National curriculum.
 - This redesign and resourcing will enable non-specialist teachers to teach KS3 science if needed. All years are fully resourced with: Textbooks, Worksheets, End of Topic Tests, Suggested practical's, Technician guides, tracking spreadsheets including grade boundaries.
3. Teaching, both students and teachers.
 - Teaching all abilities and classes across KS3/4/5. Supporting colleagues with behaviour management strategies to give staff the confidence to use the provided systems such as SIMS for behaviour management. Should lead to increased accountability of both staff and students with regards to effective management of student behaviour.

What Education/PAS are doing well.

Distance Learning Provision

Promotion of post-16 learning.

Staff attitude to work

Staff development (Accredited courses)

Attendance of majority of students.

Areas that need attention/focus/improvement

Foundations of Education.

Practical teaching skills.

Standardised approaches to behaviour

Prioritization of Key Stage 5.

Structure of PAS.