

SLE Profile Template

Name	Debbie Campbell
Current Position	Director of Science
Current School	Telford Langley and Park schools
Phase	11-16
Area(s) of Expertise	Closing the gap, intervention, assessment, CPD leadership, curriculum, PM leadership, coaching/mentoring, ITT/NQT development, support for most able, science
Background and Experience	<p>I have been a teacher for 12 years.</p> <p>In my previous career, I was the Superintendent Physiotherapist responsible for service provision to the whole of the South Bedfordshire area, managing and developing services within child development centres and schools, prioritising caseloads, ensuring the budget balanced, and developing services. This has enabled me to cultivate excellent leadership skills including the ability to meet deadlines, be target driven, solution focused, innovative and able to manage change through collaborative working and developing relationships.</p> <p>I am currently Director of Science across two schools in Telford. I have experience of distributed leadership across the two schools; selecting, deploying and line-managing colleagues, ensuring there are clearly defined roles and responsibilities.</p> <p>In my current role, achievement and engagement with science has been on an upwards trajectory with the A*- C results at Langley School increasing by nearly 25% from summer 2015 to 2017 and with 56% of pupils achieving 3 levels of progress or above. This trajectory has continued despite the move to 9-1 grades and the loss of coursework. At Park, school results in science have improved by 18% in 3 years and continue to improve even with the introduction of the new curriculum. At both schools, our proportion of students gaining top grades is also improving and the residual score has moved from negative to positive.</p>

	<p>These improvements were achieved through having up to date knowledge of curriculum changes within both science & wider education as a whole, having consistently high expectations of both staff and pupils, delivery of constantly high quality teaching, reliable monitoring of attainment of pupils, providing timely, targeted intervention, having a resilient character and maintaining clarity in challenging situations.</p> <p>In my previous school, as Director of Science, I developed a department with persistently poor results to a department with a rapid upwards trajectory where A* - C results improved by 23% in one year and we bucked the national trend when grade boundaries for science were raised and many schools saw results fall as a result of this. During this time, I also increased uptake of A-level science by over 25% in two years with a concurrent increase in attainment in KS5 science</p> <p>At this school, I also completed a yearlong secondment as a pastoral head responsible for the pastoral care of 199 pupils in my chapter whilst also continuing to lead the science department. I was also responsible for a large science budget (£14,000) and bringing it in on budget. Due to whole school financial constraints this budget was halved the next year but I was still able to manage the budget and deliver a high quality science curriculum, again, coming in on budget.</p> <p>I am currently the NQT tutor across two schools providing support and mentoring to both NQT's and their mentors in order to facilitate new teachers to gain qualified teacher status.</p> <p>I have coached colleagues with a range of specialisms and experience, supporting them to develop their skills and pedagogy, establishing an "open classroom" culture where best practice and research based evidence is shared, ensuring the quality of teaching and learning improves. I have experience of distributed leadership across two schools: selecting, deploying and line managing colleagues, ensuring there are clearly defined roles and responsibilities.</p> <p>I have coached and developed my staff in order to grow their leadership capacity and the fact that a number of my team have achieved promotion under my guidance is testament to my people management skills.</p> <p>I have experience of line managing other departments (ICT and PE. Through the development of policies and procedures</p>
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	<p>within these departments and coaching their heads of department standards and attainment in both areas were significantly raised.</p>
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