

What can senior leaders do to improve science teacher retention? A call for participants

Science teacher recruitment and retention is becoming increasingly challenging. The ASE has put in place the Science Teacher SOS support booklet for teachers who are thinking of leaving and ASE RISE (Retention Initiative for Science Education) to help heads of science to focus on retaining their department. ASE RISE is now in its second year, with increasing uptake.

Among the many factors that affect science teacher retention, one aspect that consistently arises from our survey data is the nature of the relationship between science departments and school senior leadership, for example, the difference between these answers to two questions:

- I would recommend working in this science department to other teachers (92%); and
- I would recommend working in this school to other teachers (61%)

– 31% difference (n=85 science teachers, January 2022 data).

These figures are supported by written comments that indicate that science teachers often feel misunderstood by their senior managers.

This is an under-researched area, and so we have funding from the Gatsby Charitable Foundation to conduct short interviews with Headteachers and senior leaders who line-manage (or have line-managed) science departments, to get their perspectives on managing science departments. The wider benefits will be that this study will inform further, more defined, questions to be explored in quantitative studies dealing with this issue.

The focus of this study is to capture the perspectives, both positive and less so, of senior leaders on the management of science departments. The overarching aim is to develop resources for schools

to use that will support both senior leaders and science leaders in building positive working relationships and to inform policymakers of best practice.

We are calling on ASE members to ask their Headteacher or Senior Leader to take part anonymously in an interview with the our ASE RISE researcher, Dr. Andy Chandler-Grevatt, from the University of Brighton. They can contact Andy directly to express interest at a.chandlergrevatt@brighton.ac.uk and he will then send them details about taking part.

More information can be found here: www.ase.org.uk/senior-leader-perspectives-managing-science-departments



Upcoming events from ASE

June

13th June 17:00-18:00 **Sustain-a-what-ability education for all our futures**

University of Huddersfield, Queensgate, HD1 3DH

We will explore the importance of linking sustainability with our teaching as a way of addressing the future gaps in the STEM sector and 'Green jobs'.

www.ase.org.uk/events/sustain-what-ability-education—all-our-futures

14th June 15:30-16:30 **Ofsted Finding the Optimum – Implications for practice in primary science (Online)**

www.ase.org.uk/events/ofsted-finding-optimum-implications-practice-in-primary-science

14th June 16.00-17.00 **STEM CPD for Teachers with The Royal Institution**

Pembrokeshire College, Haverfordwest SA61 1SZ

Energy LIVE: A CPD session with a professional presenter can help build skills and confidence to inspire children with practical science in engaging and simple ways.

www.ase.org.uk/events/stem-cpd-teachers-royal-institution

14th June 18.30-19.30 **Energy Live: Science Show**

Pembrokeshire College, Haverfordwest SA61 1SZ

Join the Darwin Centre and the Association of Science Education in the Merlin Theatre for an evening of amazing

science with the Royal Institution and their Energy LIVE science show.

www.ase.org.uk/events/energy-live-science-show

15th June 16:30-19:00 **TeachMeet at Whipsnade Zoo**

Whipsnade, Dunstable LU6 2LF

www.ase.org.uk/events/ase-teachmeet-whipsnade-zoo-1

16th June 10:00-15:00 **ASE (NI) Technician get-together**

Coleraine Grammar School, Castlerock Road, BT51 3LA

www.ase.org.uk/events/ase-ni-technician-get-together-across-region-coleraine

20th June 16.30-18.00 **ASE & IMechE Workshop on Climate Change and Sustainability for Primary**

Birmingham Centre for Railway Research & Education, Birmingham B15 2TT.

Learn how to engage primary-aged children with climate change and sustainability through practical STEM activities.

www.ase.org.uk/events/ase-and-imeche-workshop-climate-change-and-sustainability-primary

29th & 30th June **ASE Futures Conference 2023**

Bishop Challoner Catholic College, Birmingham B14 7EG

Suitable for senior leadership team members, subject leaders, heads of department, ITE tutors, mentors and CPD providers...

www.ase.org.uk/events/ase-futures-conference-2023-in-partnership-aqa

July

4th July 17.00-18.00 **Science Education Book Chat**

University of York (School of Education), York YO10 5DD.

Come and join us at a friendly and informal networking event to discuss your favourite books to use when teaching science, and learn about some undiscovered gems from others.

There will also be the opportunity to pick up some great discounts on books from the ASE/Millgate House bookshop.

www.ase.org.uk/events/science-education-book-chat

7th July 08:45-15:30 **Technicians Conference South & West**

Clifton College, Bristol BS1

ASE's Technician Conference 2023 is coming to Bristol!

www.ase.org.uk/events/2023-ase-technicians-conference-south-west

8th July 09.00-13.00 **ASE South East Summer Science Convention**

Charterhouse School, Hurtmore Road, Godalming GU7 2DX.

The Summer Science Convention at this wonderful location, offered by the ASE Surrey & Sussex region, presents an exciting selection of primary and secondary science workshops aimed at specialists and non-specialists alike.

www.ase.org.uk/events/ase-south-east-summer-science-convention

September

21st Sept 09:00-15:00 **Technicians Leadership Online: Leading yourself and your team**

www.ase.org.uk/events/technicians-leadership-online-leading-yourself-and-your-team

October onwards

3rd Oct 09:00-15:00 **Technicians Supporting Students (Online)**

www.ase.org.uk/events/technicians-supporting-students-online

12th Oct 09:00-15:00 **Technicians Supporting Biology (Online)**

www.ase.org.uk/events/technicians-supporting-biology-online

26th Oct 09:00-15:00 **Online Technicians Leadership - working with and training others (Online)**

www.ase.org.uk/events/online-technicians-leadership-working-and-training-others

16th Nov 09:00-15:00 **Online Technicians Leadership: organising your technical service**

www.ase.org.uk/events/online-technicians-leadership-organising-your-technical-service

21st Nov 09:00-15:00 **Technicians Supporting Chemistry (Online)**

www.ase.org.uk/events/technicians-supporting-chemistry-online

2024 Date for your diary!

Thursday 4th – Saturday 6th January 2024 **ASE Annual Conference**
(venue to be confirmed)