

Candidate Information Pack:

Role: Lead Practitioner



L.E.A.D. Academy Trust

Lead • Empower • Achieve • Drive



Role: Lead Practitioner

Responsible to: Director of Schools

Contract: Permanent

Salary: Leadership Point Range 3 to 7

Purpose: To coach and mentor teaching colleagues across the Trust in specialist areas to enable delivery of outstanding teaching and learning. This will be done by modelling and sharing outstanding practice in a collaborative way.

The post-holder will work among all academies within the Trust.

Responsibilities of the role:

Quality of Teaching

- Role model exemplary teaching in specialist areas to enable colleagues to develop and learn;
- Work in collaboration with the headteacher to ensure coaching is strategically thought out and aligned to the academy improvement plan;
- Stay at the forefront of developments in primary education and be confident to try new ways of working;
- Listen to the views of pupils about their preferred methods and styles of learning;
- Coach class teachers to set appropriate and demanding expectations for pupils' learning, motivation, and presentation of work;
- Enable the sharing of good practice across the Trust.

Development and Improvement

- Be a dynamic and supportive member of the academy improvement team, playing an important role in its drive to become a leading edge, innovative, high performing team of educators;
- Collaborate with senior leaders to make a significant and notable contribution to the strategic development of the academy;
- Partner with senior leaders to strategically plan and implement a regular series of meetings with staff to ensure that they are working in unison to produce the highest quality of teaching and learning within their lessons;
- Assist the head teacher and/or delegated person, in coaching staff within the academy;
- Ensure that the highest standards in teaching and learning are continually modelled to all staff to help improve their personal classroom performance;
- Maintain notes and plans of lessons undertaken and records of pupils' work to inform management decision making;
- Act as a mentor in performance improvement programmes across the Trust;
- Observe and feedback on lessons delivered in a supportive and consistent way.



Professional Standards

- Support the ethos, vision, principles and values of L.E.A.D. Academy Trust;
- Treat colleagues, pupils and all members of our community with respect and consideration;
- Take responsibility for own professional development and participate in training opportunities;
- Reflect on own practice as well as the practices of the academies with the aim of improving all that we do and achieving excellence;
- Read and adhere to the various policies of the individual academies;
- Participate in the development and management of the schools by attending various team and staff meetings;
- Undertake duties as prescribed within the Trust's policies;
- Have a clear and well thought out understanding of current educational issues, theory and practice;
- Have a detailed knowledge of the relevant aspects of the National Curriculum and other statutory requirements;
- Role model teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, use effective questioning and response, with clear presentation and good use of resources;
- Set high expectation for pupils' behaviour establishing a good standard of discipline through well focused teaching and positive and productive relationships;
- Assess how well learning objectives have been achieved and use this assessment to establish future objectives for teaching staff.

Additional Notes

- The post-holder will be subject to performance objectives agreed annually;
- The post-holder is expected to carry out such other duties as may reasonably be assigned by the Director of Schools;
- The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment;
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed;
- This post is not substantively classroom based however the post-holder is expected to support the delivery of teaching in times where cover is required;
- The post-holder is responsible for ensuring that all school and child protection policies are adhered to and concerns are raised in accordance with these policies and legal expectations;
- This Job Profile and Person Specification may be renegotiated by the Director of Schools if the Trust faces changing circumstances.



Person Specification

		Essential/ Desirable	Method of assessment*
Qualifications and experiences	Is a qualified teacher with Qualified Teacher Status.	Essential	A
	Has undertaken recent and relevant further professional development.	Desirable	A
Domain 1: Qualities and knowledge	Proven track record of strong teaching and outcomes.	Essential	A I
	Holding a position of responsibility	Desirable	A I
	Knowledge and experience of supporting others' performance whether formal or informal.	Essential	A I
	Sustains wide, current knowledge and understanding of education and school systems locally and nationally within a clear set of principles centred on the school's vision.	Essential	A I
	Creates an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other through Performance Management processes.	Essential	A I
	Develops excellent teaching through an understanding of how pupils learn.	Essential	A I
	Promotes the spiritual, moral, social and cultural development of all children.	Desirable	I



		Essential/ Desirable	Method of assessment*
Domain 2: Systems and process	Demonstrates systems of recording progress in the quality of teaching;	Essential	A I
	Builds upon the initial foundations of school improvement plans.	Essential	I
Domain 3: The self-improving school system	Maintains an outward-facing role which works well with other schools and organisations.	Desirable	A I
	Seeks opportunities to collaborate with others in education to develop in-house knowledge and systems of work.	Essential	I
Personal qualities	Is passionate about education.	Essential	I
	Is approachable, enthusiastic and creative.	Essential	I
	Is able to motivate and coach others to deliver high quality teaching and learning.	Essential	I
	Has the ability to generate commitment to the L.E.A.D vision and principles.	Essential	I

*Method of assessment A = Application, I = Interview



L.E.A.D. Academy Trust

L.E.A.D. Academy Trust comprises of twenty five academies across Nottingham, Leicester, Derby, Lincoln and Sheffield. Our philosophy is to; lead, empower, achieve and drive.

At the heart of our Trust is the development of outstanding leaders. We empower individuals in our schools to provide the highest quality education, enabling every pupil to realise their full potential. We have also been recognised by Ofsted as a leading academy sponsor, securing rapid and sustainable improvement through the research and application of best practice across operational areas.

The combination of autonomy and collaboration across key areas of leadership and management underpinned by shared vision, values and best practice positions L.E.A.D. as a truly unique Academy Trust.

To view our 'L.E.A.D. Family Brochure' please visit:

www.leadacademytrust.co.uk

To see the wonderful achievements, proud moments and diverse events happening across our Trust please follow our twitter account:

@LEADAcadTrust





Our Leaders

One of the core priorities for the L.E.A.D. Academy Trust is the development of outstanding school leaders. We are dedicated to providing an organisation which will:

- develop inspirational school leaders for the future through high quality recruitment, professional development and coaching;
- invest in joint training, peer coaching, sharing good practice and professional dialogue in a climate of trust;
- continually improve, exploring new ways of working, alternative curriculums and innovation;
- strategically plan to produce the next generation of high quality school leaders.

The L.E.A.D. Teaching School Alliance

The L.E.A.D. Teaching School Alliance is a dynamic, cross-phase collaboration of schools committed to harnessing, nurturing and sharing the specific skills and attributes required to teach and lead in areas with diverse pupil populations. Everything we do in our schools is about providing children with an outstanding, broad and balanced education.

Our innovative Initial Teaching Training (ITT) route aims to increase the number of quality teachers in our schools. In addition, we offer a range of high quality Continuing Professional Development (CPD) for staff at all levels and tailored school-to-school support. We are keen to nurture and grow staff across our alliance and offer a range of opportunities to develop the leaders of tomorrow. By working in partnership with The University of Nottingham and other regional Universities, we are also creating a research culture within our alliance that will impact positively on teaching, learning and the achievement of young people.





Our Support

We provide a range of high quality, professional services to schools in nine core areas:

Financial Management

Project Management

Procurement

ICT Management

Human Resources

Leadership Development

Legal Support

Governor Support

Education





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