**JOB DESCRIPTION**

Post Title: Lead Practitioner

Salary: L1 to L4, £39,374 to £42,378

Reporting to: Leadership Team

Main Purpose

Taking a leading role in developing and implementing Teaching and Learning initiatives and strategies throughout the school, which raise the teaching practice of all members of staff and therefore raise pupil standards and progress. To be able to demonstrate the skills and knowledge required to raise pupil achievement.

The duties outlined in this job description are in addition to those outlined by the latest ‘School Teachers Pay and Conditions’ document. The job description will be reviewed regularly and at least annually to reflect or anticipate changes to the job, commensurate with the salary and areas of responsibility

Main Accountabilities

* Take a leading role in the development of policy and practice to support the continued improvement of effective teaching and learning.
* Contribute to cross-curricular teaching and learning CPD across the school.
* Analyse and interpret relevant data, research and other documentation to inform future practice, expectations and teaching methods.
* To assist in the induction of NQTs and teachers new to the school, including the provision of CPD and exemplar lessons.
* To initiate, lead and evaluate subject-specific/whole school improvement work with partner schools as necessary.
* Identify and distribute best practice with the aim to reduce departmental variance.
* To participate in other departments or whole school improvement activities as directed by the Leadership of the school.
* To develop high quality materials for teaching, which offer exemplar materials to teachers within and outside the department.
* Develop enrichment activities to enhance teaching and learning and student motivation.
* Prepare resources for staff that promote, for example, active learning, peer and self-assessment.
* Carry out classroom observations in line with school policy.
* Contribute to students’ spiritual, moral and cultural development e.g. visiting speakers, university lecturers.
* To regularly demonstrate your impact to the Governors and Leadership Team.

Other duties:

* To act as a form tutor and monitor and support pupils progress, within your tutor group.
* Deliver and contribute to the PSHE, citizenship and enterprise programmes within your tutor group.
* To ensure the Behaviour Management system is implemented in the department so that effective learning can take place.

**General**

* Working with faculty leaders, within the Academy, locally and further afield, to explore and share best practice.
* To be committed to the development and implementation of the Academy Ethos, Vision, Policies and Practice.
* To comply with the requirements of the Data Protection Regulations and ensure confidentiality is maintained.
* Ensure appropriate responses in respect of child protection and safeguarding issues.
* To ensure safe working practices, and insofar as is reasonably practicable, a hazard free environment in all areas.
* Undertake such other duties as may be reasonable requested by the Headteacher and/or Chief Executive.

**Other features of the Post:**

This Job Description is not definitive or exhaustive but is provided to give the post holder an indication of the range of activities, duties and responsibilities concerned with the employment and may be subject to review and revision at any time at the discretion of the Trust if, in the interest and efficiency of the service, it should be deemed necessary.

Prepared By: Received By:

Date:

Date:

**PERSON SPECIFICATION:**

|  |
| --- |
| The successful applicant will be able to demonstrate the following minimum requirements. Please note that candidates will be shortlisted for interview based on this specification and should, therefore bear this in mind when preparing their application and completing the application form. If you do not meet the essential criteria please do not apply. Criteria will be assessed at different points of the selection process as shown. The Assessment Stages are:-A = Application I = Interview P = Presentation T = Test |
|  | Essential | Desirable | Assessment Stage |
| **QUALIFICATIONS – certificates will need to be produced** |
| Good degree in relevant subject area | X |  | A |
| Teaching qualification | X |  | A/I |
| QTS Status | X |  | A/I |
| **KNOWLEDGE, UNDERSTANDING AND EXPERIENCE** |
| Secondary Classroom experience | X |  | A/I |
| Excellent teacher performance in the classroom and ability to use an effective range of teaching and learning strategies  | X |  | I |
| Ability to create a learning environment that values all students equally and enables all to achieve  | X |  | A/I |
| Experience of management and leadership with a department/faculty |  | X | I |
| Experience of assessing and monitoring student performance | X |  | I |
| Successful in improving standards of teaching and learning | X |  | I |
| Good understanding of curriculum developments within subject area | X |  | I |
| Contribution to raising standards in teaching and learning to improve achievement | X |  | A/I |
| Set high expectations for student behaviour and establish a clear framework for classroom discipline which promotes self-control and independence whilst managing student’s behaviour contructively | X |  | A/I |
| Knowledge of current issues and developments in education | X |  | A |
| Confident user of standard IT packages, particularly when used to enhance student learning | X |  | A/I |
| Interest and participation in extra-curricular activities |  | X | A/I |
| **PERSONAL AND PROFESSIONAL QUALITIES** |
| Commitment to supporting learning | X |  | I |
| Organised and methodical approach | X |  | A/I |
| Ability to share knowledge/ skills with all ranges of abilities | X |  | A/I |
| Ability to work under pressure and meet competing deadlines | X |  | I |
| Enthusiastic and engaging approach | X |  | A/I |
| Ability to work collaboratively as part of a team and on own initiative | X |  | A/I |
| Creative in problem solving and willing to take on and try new approaches and ideas | X |  | A/I |
| Able to relate to students in a pleasant and sympathetic manner and recognise potential child safeguarding issues | X |  | A/I |
| Able to communicate with students and their parents/ guardians both verbally and in writing | X |  | A/I |
| Capacity for hard work and the ability to overcome challenges pragmatically | X |  | A |
| Able to challenge and motivate others to improve performance | X |  | I |
| High standards of integrity and a positive role model for students and staff | X |  | I |
| **OTHER REQUIREMENTS** |
| Full driving licence/ability to travel  |  | X | A |
| Commitment to the safeguarding policy and principles of the Academy Trust | X |  | I |