**Job Description**

**Post: Research Lead in English and Literacy - Northumberland**

**Salary: MPR/UPR , plus TLR 2c**

You will be required to carry out the duties of a school teacher as set out in the current School Teachers’ Pay and Conditions Document.

**Purpose of the job:**

* To play a role in some of the work of the Shotton Hall Research School and more specifically within our Northumberland schools, helping develop and deliver CPD in the region on evidence-based practice alongside the experienced Shotton/NELT team.
* To promote the use of evidence-based practice as a tool for school improvement across the Northumberland, with a particular focus on English.
* To support the Research Schools Network to grow, locally and nationally.
* To communicate to a variety of audiences about the benefits of evidence-based practice in improving outcomes for students.
* To engage colleagues in NELT’s evidence-based CPD offer.

The role will be shaped by the experience, expertise and ambitions of the successful candidate, and will be subject to review and change in each successive year to support individual professional development and the evolving school priorities.

**Generic Responsibilities**:

* To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
* To ensure provision of an evidence-informed and appropriately broad, balanced, relevant and differentiated curriculum for students studying in the curriculum area of English.
* To act as a Research Lead and be responsible for leading and developing this area with a team of people.
* To use evidence-based practice as a means of developing and enhancing the teaching practice of others by devising high impact professional development.
* To support the overall progress and development of students as a responsibility holder in the curriculum area and as a Form Tutor.
* To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
* To help establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all relevant curriculum areas within the department.

**Strategic Responsibilities:**

1. **Developing and maintaining a strong network of schools and providers by:**

* Assisting schools by sharing evidence and providing support to implement evidence-based practice through a variety of initiatives.
* Considering how best to implement changes and new initiatives and helping to shape school leadership decisions based on evidence.
* Communicating, liaising with and advising aschools and wider stakeholders locally, such as Multi-Academy Trusts, Teaching School Alliances about the work of the Research School.
* Organising meetings and communication via the Research School, as the central hub of evidence-based practice.
* Sharing and disseminating relevant evidence through developing high impact, cost-effective CPD within your specialism.
* Securing funding streams for evidence-based practice from local and national bodies, for use in schools and within the Research Schools Network.
* Establishing and managing links within your specialist area between higher education institutions and other bodies capable of providing high quality expertise to the school and RSN.
* Representing the Research School at regional Research events, including the hosting of such events at the school.

1. **Putting evidence-based research at the heart of the teaching profession by:**

* Finding and assimilating relevant, rigorous evidence and acting as a point of contact and advice for staff queries, particularly in Northumberland.
* Looking at what works, evaluating impact and sharing how teaching, learning and pupil outcomes might be improved.
* Contextualising evidence to suit the needs of the schools and / or department / subject.
* Modelling evidence-informed practice – through day to day teaching.
* Reading and appraising the evidence available critically.
* ‘Mobilising’ the evidence across the schools and / or department in a strategic way.
* Encouraging rigorous evaluation of current policies and innovations, and development of an evidence-informed vision for improvement.
* Supporting and encouraging disciplined enquiry across the school and managing specific research-based interventions in the department by helping teachers to review their classroom practice based on the best available evidence.
* Fostering a culture of Research-informed classroom practice through creation and distribution of newsletters and blogs.
* Analysing data, reports and drawing conclusions from research, so that findings can be shared, as well as signposting providers to other sources of evidence. Understanding current established evidence and developing that which is in its infancy so that evidence is disseminated and translated into useable knowledge.
* Assisting with the design and implementation of rigorous research trials (RCTs) at school and wider level.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

**Curriculum:**

* To assist in ensuring the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which assists with the Trust’s strategic objectives.
* To keep up to date with evidence in the subject area and apply this to teaching practice and methodology.

**Staffing:**

* To work with Research Lead team and Director of Research School to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
* To contribute to Personal Development Review and to act as reviewer for a group of staff within the designated department.
* To promote teamwork and to motivate staff to ensure effective working relations.
* To ensure the effective efficient deployment of classroom support.
* To participate in the Trust’s ITT programme.

**Pastoral Support:**

* To support the overall progress and development of students within the curriculum area.
* To act as Form Tutor and carry out the duties associated with the role as outlined in the generic job description.
* To contribute to SMSC according to the school’s policy.
* To implement the Behaviour Management system in the department so that effective learning can take place.

**Other Specific Duties:**

* To support the school in meeting its legal requirements for worship.
* To promote actively the schools’ corporate policies.
* To continue personal development as agreed.
* To undertake any other duty as specified by STPCB not mentioned in the above.

The above list of duties is extensive but not exhaustive and may not identify each individual task which may reasonably be requested of the post holder. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.