



THE BARCLAY SCHOOL

JOB DESCRIPTION

Post title: Lead Practitioner Performing Arts
Department/Faculty: Creative Arts and Sports
Grade: 2B
Responsible to: Head of Faculty

INTRODUCTION

In addition to the duties covered by the School Teacher's Pay and Conditions Document, as a key leader 'Lead Practitioners' will help to implement strategic leadership objectives, help share and develop policy and monitor key aspects of our academic and/or pastoral provision.

The following are generic responsibilities of the post:

Basic principles

- To contribute to and lead aspects of the School Development Plan as required.
- To help develop, monitor and implement school policies as required.
- To act as a behavioural role model to staff and students.
- To actively work to engage parents and careers in all aspects of their child's learning.
- To ensure accountability through regular reviews of progress and monitoring.
- To provide support and challenge to staff.
- To ensure that Barclay School policy and practice reflects a commitment to equal opportunities and inclusion.
- To ensure that procedures for safeguarding children are in place and followed by all staff.

Learning and Teaching

- To support the development and implementation of the projects relating to Barclay School.
- To act as lead professional in the classroom promoting the highest standards of learning.
- To coach and mentor staff and students to become effective learners, teachers and leaders.
- To take a role in Quality Assurance processes within the school (e.g. in scrutiny of student work and independent learning, quality reviews).
- To promote high expectations from and towards all members of the school community.
- To stretch and challenge students at all key stages so that they fulfil their potential.
- To take a lead role in the effective use of ICT to support learning (e.g. development of pedagogy and practice).

Working with others

- To attend North Herts Teaching Alliance Cluster meetings.
- To support the quality of provision for students and student progress through attending 'raising achievement meetings'.

- To provide the Governing Body with relevant reports to ensure that they have an accurate understanding of the impact of your work within school.
- To support the induction of NQTs and to take a lead role in Initial Teacher Training.
- To work with our broader community to promote The Barclay School.
- To take a lead role in leading and supporting the CPD of colleagues.

Raising aspirations

- To agree challenging targets for achievement ensuring that these are reviewed systematically and regularly through improvement plans.
- To ensure that underachieving students are supported appropriately.

Specific Duties:

- To demonstrate excellent and innovative pedagogical practice and disseminate to others
- To undertake research into good and best practice in teaching and learning and evaluate their usefulness.
- To take an active role in establishing and facilitating teaching and learning communities within the faculty and beyond.
- To develop high quality schemes of learning and develop an exciting and challenging curriculum.
- To use prior attainment data to set ambitious targets for student progress in and across all key stages in your subject area.
- To design teaching groups which will maximise the progress of the whole cohort and which are informed by a sophisticated understanding of progress data and the priorities of the SDP
- To use assessment data to track progress across all key stages in your subject area.
- To identify individuals and groups who are making insufficient progress, to challenge this robustly and to organise interventions which will help put their learning back on track.
- To monitor the progress of disadvantaged groups within your subject area and help close any gaps.
- To identify and take overall responsibility for the progress of 'key marginal' students in all years within your subject area – especially those in examination groups.
- To lead the intervention programme for students across all key stages within your subject area and whole school.
- To be responsible for fostering an ethos of aspiration and challenge within your subject area.
- To lead on Assessment for Learning within your subject area – including students knowing their levels, targets and next steps.
- To lead on and raise standards of marking and homebased learning within your subject area.
- To take a lead role in Quality Assurance within your subject area, including lesson observations and learning walks.
- To write an analysis of subject performance in examinations (both internal and public external)
- To support the recruitment of students from KS3 and Y11 to take up courses offered by the Faculty and, KS4 and KS5 respectively.
- Lead departmental CPD strategy.

In addition to the above, specific responsibilities, the post holder will carry out any other reasonable duties relevant to the role as directed by the Head teacher.

This Job Description may be reviewed at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation with you.

The Barclay School

Person Specification

Lead Practitioner Performing Arts

Educations, Qualifications and Experience	<ol style="list-style-type: none"> 1. Graduate with qualified teacher status. 2. Minimum of three years teaching experience (In Music & Drama) ideally with sixth form classes and key examination classes (desirable if you can offer additional Performing Arts subjects, such as Music, Drama and Dance) 3. Recent appropriate CPD. 4. Experience of successfully leading an aspect of faculty and /or whole school improvement. 5. Experience of closely monitoring and raising achievement.
Knowledge, Skills and Understanding	<ol style="list-style-type: none"> 1. Has the knowledge and understanding of current and national issues in relation to student development, progress and raising attainment, including the National Curriculum, Ofsted frameworks and 2015 SEN Code of Practice. 2. Good knowledge of curriculum design and implementation. 3. Knowledge of tracking and target setting to raise attainment at individual student, cohort and whole school level. 4. Ability to analyse data, present findings and implement improvements. 5. Ability to communicate effectively, both orally and in writing with a range of audiences. 6. Ability to make sound and informed judgements on the quality of teaching and learning observed, giving quality feedback using a coaching model. 7. Proven administrative and organisational skills. 8. Proven ability to motivate and inspire students and colleagues. 9. An ability to continuously develop the pastoral, career, and university progressions of our students. 10. Experience in helping young people to overcome the personal, motivational, and academic challenges involved in school life.
Professional Expertise	<ol style="list-style-type: none"> 1. Outstanding classroom practitioner at any key Stage. 2. Extensive and deep knowledge of pedagogy in the subject area. 3. Experience of faculty self-evaluation and development planning procedures.
Monitoring, Evaluation and review and Accountability	<ol style="list-style-type: none"> 1. Has the skills and aptitude to lead and manage faculty teams and to be accountable for outcomes. 2. Ability to monitor performance (student, curricular, faculty, pastoral) 3. Is able to evaluate and review progress and evaluate and implement changes as necessary.
Other Professional Requirements	<ol style="list-style-type: none"> 1. A willingness to initiate and participate in both cross curricular and extra-curricular activities. 2. Has the ability to work with parents, external agencies and the wider community. 3. Determination to promote a culture that celebrates success. 4. Leads by example, setting high standards of punctuality, dress and conduct. 5. Clarity of thought and vision with proven ability to finish a task. 6. Desire to develop professionally beyond this post