



The South Westmorland Multi-Academy Trust

Job Description – Lead Practitioner

POST: **Lead Practitioner** with responsibility for modelling outstanding Maths practice, coaching and supporting Maths teachers and leaders, and leading, developing, and facilitating Maths out-reach support

GRADE: Leadership scale

LOCATION: Dallam School, Milnthorpe, with travel to other schools within the multi-academy Trust and with local partner schools

WORKING PATTERN: Full-time and as described in the School Teachers' Pay and Conditions Document.

DISCLOSURE LEVEL: Enhanced

JOB PURPOSE: The post holder will exercise the duties outlined in the generic job descriptions for a standard scale teacher. For this post the Lead Practitioner will have the responsibility for supporting the planning and leading the development of high quality teaching and learning within Maths and literacy across the school and in conjunction with partner primary schools and other schools/academies within the region and locality.

SPECIFIC TASKS RELATED TO JOB PURPOSE:

- A. To build strong and effective local partnerships with Maths Leads locally and across the region
- B. To be a 'leader of learning' and consistently model outstanding Maths teaching and learning
- C. To develop cutting edge teaching and learning Maths pedagogy and share this effectively
- D. To coach, mentor and support colleagues within the Maths faculty and other Maths departments locally
- E. To research national practice and share systematically with Maths leaders and teachers
- F. To develop a coherent approach to Maths curriculum and scheme of learning planning

- G. To act as lead mentor for NQTs within Maths, including completion of all relevant documentation
- H. To have oversight of teaching and learning development for SEN and Pupil Premium students within Maths
- I. To be part of a team of leading practitioners within the school who will act as coaches, mentors and role models to support the development of good and outstanding learning and teaching throughout Dallam School
- J. To ensure the Health and Safety of students and staff at all times through consistent application of policy and the exercise of common sense
- K. To foster a lively and enthusiastic atmosphere amongst staff and students and to maintain the ethos and standards of Dallam School at all times
- L. To work closely with the Head of Faculty and 2nd in Faculty in continually raising standards
- M. To contribute regularly to the Trust's and Lead school's CPD strategy
- N. To use data in a highly effective way to support teachers and leaders in intervening quickly and appropriately
- O. To support the Head(s) of Faculty in line managing designated subject staff in ensuring that they are working in unison
 - to:
 - Produce the highest quality of teaching and learning within their area of responsibility.
 - Ensure that their area of responsibility is striving towards the achievement of, or even surpassing, the Academy targets.
 - Drive the Academy towards 'cutting edge' status.

AREAS OF SPECIFIC ACCOUNTABILITY:

A. Strategic Direction and Development

1. To be a dynamic and supportive member of the faculty team, playing an important role in its drive to become a leading edge, innovative, high performing, and emotionally intelligent Academy fit for the 21st century.
2. To make a significant and notable contribution to the strategic development of the Faculty as well as taking personal responsibility for the monitoring and successful completion of the Faculty strategic plan as well as playing a leading role in the annual cycle of academy wide monitoring, evaluation and review

3. To actively support as well as strategically developing and maintaining Academy policies and practices that promotes high expectations, high achievement and inclusion through effective teaching, learning and behaviour modification within their area of responsibility.
4. To work at the direction of, and in conjunction with, the Headteacher in drawing up the termly strategic plan; determining strand ownership and setting challenging targets for the Faculty.
5. To assist the Head, or his delegated person, in dealing with underperforming staff within the faculty.
6. To actively engage and liaise effectively with all stakeholders relevant to the work of the subject, including parents, members of the local advisory group, Board of Trustees, feeder schools, secondary schools and colleges, business and community partners, and the wider community as appropriate, all in line with Academy strategic objectives.
7. To be actively involved in networking with other innovative and high achieving subjects within Dallam and other relevant networks; in order to strategically learn more about the ways that other institutions are effecting change and transformation.
8. To manage the faculty budget in a prudent and creative way ensuring good value for money and a rich range of opportunities for students.

B. Teaching and Learning

1. To actively seek opportunities to collaborate with other innovative and high achieving schools locally, nationally, within the South Westmorland MAT and other relevant networks to share and develop excellent pedagogies.
2. To actively liaise with inspectors, advisors, consultants and relevant outside agencies in ensuring the highest possible practices in teaching and learning.
3. To ensure that the highest standards in teaching and learning are continually modelled to all staff to help improve their personal classroom performance.
4. To work with the SLT in actively and continuously improving the overall quality of teaching and learning in the classroom.
5. To work with the SLT in ensuring that the subject review process is effective in raising standards of performance in the classroom.
6. To work with the SLT and the faculty team in ensuring that the Academy's performance management process is effective in raising standards of performance in the classroom.

7. To work with the SLT to ensure that all vocational and alternative education programmes of study within their area of responsibility are accredited and contribute to the Academy's drive to ensure that each student fulfils his / her potential.
8. To actively work with staff whose classroom performance does not meet the Academy's minimum standards in order that they may improve their performance.
9. To have a teaching commitment in line with other Faculty Leaders within the Academy.

C. Leading and Managing Staff

1. To set high standards as a Trust and school leader modelling, at all times, the highest possible standards of professionalism, ethical leadership, dress sense and personal behaviour.
2. To work actively in monitoring the performance of both professional and co-professional staff in line with the Academy's performance management policies, strategies and practices.
3. To work, through the Academy's line management system, with appropriate staff in ensuring a safe working and learning environment through application of appropriate risk assessment and adherence to current Health & Safety regulations.
4. To ensure all staff within the faculty consistently uphold the national teachers standards.

D. Accountability

1. To work with the Head of Faculty to be accountable for the Faculty's performance in terms of the achievement, or surpassing, of its annual targets.
2. To be accountable for improving the quality of the Maths teaching at the Lead school and with partner schools

E. Working with the community

1. To form a fulfilling and trusting partnership with parents and carers that will actively and positively contribute to the successful education of their child.
2. To liaise with local primary schools in ensuring continuity of curriculum upon transfer as well as the spreading of good practice and expertise.

F. Other Duties

1. The post holder will be subject to performance objectives agreed annually.
2. The post holder is expected to carry out such other duties as may reasonably be assigned by the Headteacher.

3. To take on any whole school initiative or responsibility that the Headteacher may direct.

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 Job Description and Person Specification may be renegotiated by the Headteacher if the Academy faces changing circumstances.

The South Westmorland Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks. SWMAT and Dallam School exists to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our learners as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

Signed *Dated*