

Lead Practitioner

Modern Foreign Languages

Candidate Pack

Ivybridge Community College

WESTCOUNTRY SCHOOLS TRUST

Ivybridge Community College

April 2022

Rachel Hutchinson
Principal

Dear Applicant

Lead Practitioner

Salary: Leadership L5-L9

Required for 1 September 2022

Thank you for your enquiry and I am delighted that you have requested further information regarding the position of Lead Practitioner at Ivybridge Community College.

This is a fantastic opportunity to join a flourishing department within the College where staff are supportive and have a common sense of purpose.

As a College, we are committed to providing an excellent education for ages 11-18. Inherent in everything we do is a culture of high expectation and aspirations. Students are encouraged to develop a love of learning, to think for themselves and to maximise their full potential.

You will have a proven record as a highly effective teacher and you must be able to offer the knowledge, skills and understanding to co-develop and implement a truly outstanding and aspirational offer to our students.

The successful applicant will be a highly effective teacher who will gain a wealth of experience under the direction of a Deputy Principal, whilst playing an active part in the Westcountry Schools Trust developments.

All colleagues are highly valued. Strong partnership working allows opportunities for continual professional development and growth at all levels.

I look forward to receiving your completed application.

Yours sincerely

Rachel Hutchinson
Principal

WESTCOUNTRY SCHOOLS TRUST

Modern Foreign Languages Department

The Post

Thank you for your interest in the post of Lead Practitioner for Modern Foreign Languages. Through this vacancy we want to develop and enhance Modern Foreign Languages further across the College. We would welcome applications from candidates who feel they have the qualities of a confident and emerging Lead Practitioner.

The Department

The Modern Foreign Languages Department at Ivybridge Community College, comprises six full-time and three part-time members of staff, as well as a Languages Resource Assistant and two Foreign Language Assistants. It is well resourced with eight specialist classrooms each with an Interactive Whiteboard.

An extensive range of teaching materials are available, following a grammar, vocabulary and phonics based curriculum. At Key Stage 4 we use the course books Studio and Viva to support the curriculum.

We currently offer French and Spanish with one Language Assistant for each.

The department is managed by the Modern Foreign Languages Leadership Team, which consists of the Head of Department, Deputy Team Leader and Assistant Team Leader, alongside this is the Lead Practitioner role. We are also fortunate to have the support of a WeST Executive Director for Modern Foreign Languages.

The department is hardworking and committed to continuous development. We believe it to be at the forefront of evidence informed practice and we are committed to ensuring that staff have access to the most up-to-date professional development. Enrichment plays a core role in Modern Foreign Languages at the College and the department offers an extensive programme of trips, visits and activities.

Curriculum Organisation and Courses

Years 7 and 8

Students study either French or Spanish for five hours a fortnight.

At Ivybridge Community College, students follow an evidence informed curriculum based on the three pillars of vocabulary, grammar and phonics.

The main body of resources used in Years 7 and 8 draws from the work of the National Centre for Excellence for Language Pedagogy (NCELP).

Years 9, 10 and 11

Students are able to opt to study French or Spanish at GCSE which currently runs through Years 9, 10 and 11. Students follow the Edexcel GCSE specification and each language is timetabled for five hours a fortnight.

Post-16

A Level and AS Level French and Spanish are offered, with all students preparing for the AQA Examination Board.

Students work with the Foreign Language Assistants on a weekly basis.

Every member of staff is committed to helping students to achieve the very best that they can. Our aim is that students enjoy excellent and productive working relationships with their Languages teachers and through collaboration, they develop their knowledge and love of our subject.

We are constantly exploring new ways to teach and learn languages, engaging with the wider Modern Foreign Languages community in the WeST Trust and beyond.

Language immersion trips are taken to France and Spain. Each language offers a trip at every Key Stage.

We also enjoy excellent relationships with our link schools in France, Spain and Mexico where our students have the opportunity to engage with online exchange activities, including sending letters and having Microsoft Teams conversations.

Student success is celebrated through the Ivybridge Community College Echo, on our website, recognition through our Gifted and Talented Programme and postcards home.

The department strives to include all learners in extra-curricular activities, including successfully gaining funding to support disadvantaged students to access extra-curricular activities and fully funded residential trips abroad.

We believe that there is true value in understanding languages and being able to communicate with others and broaden our cultural awareness.

As part of the Westcountry Schools Trust, we work closely with our family of schools, including aligned areas of curriculum and assessment, whilst maintaining our own identity as a College and department. The successful candidate will work with colleagues in the Trust including the Executive Director or Modern Foreign Languages.

The successful candidate will support in ensuring that the quality of Teaching and Learning and provision of Modern Foreign Languages are constantly improving the delivery of our curriculum at all Key Stages and will work with colleagues in the Trust, including the Executive Director of Modern Foreign Languages. The role will involve coaching and mentoring staff, both within the department and across the College, delivering whole College CPD, and contributing to the strategic improvement of whole College Teaching and Learning.

Applications are welcome from suitably experienced and talented teachers who are able to offer both French and Spanish.

JOB DESCRIPTION



Post: Lead Practitioner Modern Foreign Languages

Hours: Full-time

Accountable to: Deputy Principal

Salary: Leadership L5-L9

Overall Purpose and Accountability

- Lead Practitioners work to bring about a sustained development of excellence in Teaching and Learning and curriculum delivery across the College, starting with their own subject.
- You will be part of a team of Lead Practitioners within the College whose main purpose is to drive continual improvement in curriculum design and curriculum delivery.
- You will seek opportunities to contribute to whole College Improvement priorities by developing purposeful relationships with a range of colleagues, drawing on a range of expertise across the College.
- You will work collaboratively in several different contexts in and out of subject specialism, always embodying the College vision for both staff and students.
- You will be key in delivering the development of Teaching and Learning and curriculum delivery within the Modern Foreign Languages Department, leading to exceptional student progress.
- You will report jointly to the Leadership Team and Head of Department.

Developing Self

- Consistently model excellence in assessment, pedagogy and subject knowledge which is underpinned by habitual reflection and refinement.
- Actively engage with pedagogical research, blogs, books and journals, bringing potential improvements to the table for discussion of further implementation (with SLT consultation).
- Seek out and model engagement within curriculum networks both within the Westcountry Schools Trust and beyond.

Developing Others

- Operate an open-door policy, building a culture of low stakes frequent drop in and a culture of feedback.
- By designing and delivering whole College and smaller group Professional Development in line with the College Improvement Plan and emerging needs throughout the year, by being integral in the implementation and development of the whole College Teacher Development Programme.
- Observe and analyse lessons, giving support where necessary, and providing staff with informative feedback.
- Be a regular presence in all classrooms, to temperature check, monitor and improve consistency within and between departments.
- Take a lead on reading, understanding and strategic implementation of pedagogical and curricular developments, sharing this regularly and often with the wider College community both formally and informally.
- Design and lead a support programme for staff who require it.



Developing Best Practice

- Seek out exceptional practice that exists within the College, and from other institutions, so that we continually improve our practice.
- Sustain exceptional practice in your own classroom by constantly reflecting and refining.
- Lead the use of technologies in the development of the classroom practice and pedagogy, for example, refining software usage and videoing lessons.
- Identify educational research to enhance existing practices.
- Conduct relevant research related to new practice.
- Develop and share exciting and innovative Teaching and Learning strategies.
- Create new and high quality teaching materials and resources.
- Support teachers in creating positive behaviour management through outstanding teaching.
- Undertake such duties as may be required by the Principal.

Developing Modern Foreign Languages

- Develop Modern Foreign Languages Teaching and Learning through coaching and research into best practice across all Key Stages.
- Work with the Head of Department to continually review and revise departmental policies and practices, maximising their effectiveness on Teaching and Learning and curriculum delivery.
- Work collaboratively with other Lead Practitioners, senior staff and teachers across the College and Trust to continuously drive Teaching and Learning forward.
- Raise the profile of Modern Foreign Languages as part of the wider curriculum in light of the significant changes taking place with the curriculum at all Key Stages.
- Strengthen the current Modern Foreign Languages offer at Ivybridge Community College, collaborating and implementing on developments to Schemes of Work to provide students with a positive and stimulating learning experience.

- Work collaboratively with the department, with the aim of widening participation at Key Stage 5.
- Make greater opportunities for cross-curricular learning and opportunities for global citizenship and Character Education across the wider curriculum.
- Lead staff training on curriculum development within Modern Foreign Languages.
- Support the Head of Department and subject with the planning and coordination of trips and visits.
- Support the leadership and management of the department, contributing to the self-evaluation process and department improvement planning.
- Support the Head of Department in collaboratively planning the curriculum, ensuring it is centrally well resourced.

Outreach Work

In addition to the professional duties carried out at Ivybridge Community College, Lead Practitioners may also be expected to undertake work in other schools. The commitment to in-reach and outreach is the distinctive feature of the role and gives our Lead Practitioners the opportunity to gain wider experience and have a greater impact through their work.

The above duties are not exhaustive and post holders may be requested to undertake activities reasonably assigned by the Principal.

Accountability

Lead Practitioners are accountable to the Leadership Team.

Safeguarding

Ivybridge Community College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Development and Review of Job Description

This is a description of the job as it is constituted at the date shown. It is the practice of the College to examine job descriptions periodically, update them and ensure that they relate to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the Principal/Line Manager in consultation with the post holder.

How to Apply

All applications for employment should be made by completing the application form which can be downloaded from Ivybridge Community College's website at www.ivybridge.devon.sch.uk

In your application you are invited to write a supporting statement of no more than three sides of A4 (font Century Gothic 10.5) which outline how your knowledge, skills and experience meet the job description criteria.

Completed applications to be submitted to HR@ivybridge.devon.sch.uk

Applications for this vacancy must be received by **Noon on Thursday, 28 April 2022.**

Interviews are planned for Wednesday, 4 May 2022