



Job Description

Job Title	Lead Practitioner	Grade	Leadership Scale 6-10
School	Oaks Park High School		
Reports to	Assistant Headteacher		
Liaising with	Headteacher/Deputy & Assistant Headteachers, Pastoral Leaders/Curriculum Leaders/ relevant support staff/ LA staff and parents.		
Main Areas of Responsibility and Accountability			
• This role is ideally suited for an outstanding and committed teacher who has the ability to lead and inspire teachers while adhering to the same high standards. • The candidate will be ready for a wider leadership opportunity working within the extended leadership team and has prior experience as a middle leader. • The role and responsibilities of the position will be discussed and agreed at interview.			
Standards			
Standards: • To model all teacher standards to the highest level through outstanding practice both in the classroom and beyond • To set a good example in terms of dress, punctuality and attendance • To be professional when dealing with visitors, staff, students, outside agencies • To attend team and staff meetings as required • To be proactive in matters relating to health and safety • To implement and promote the School’s policies and procedures relating to all areas of employment and service delivery • To play a full part in the life of Oaks Park and support its aims and ethos and to encourage students to follow this example • To participate in induction training, staff reviews process and professional development opportunities • To comply with any reasonable request from the line manager to undertake work of a similar level that is not specified in this job description • To undertake professional duties that may be reasonably assigned by the Headteacher • It is an employee’s responsibility to take reasonable care of themselves and others and anybody affected by their undertaking including any act(s) or omissions			
Please note that the full Job Description will be confirmed after the interview process once the role and responsibilities are discussed and agreed.			

Person Specification

Job Title	Lead Practitioner	Grade	L6-L10
School	Oaks Park High School		

	Essential (E) Desirable (D)	Application (A) Interview (I) Reference (R)
Qualifications & Experience		
Qualified Teacher Status	E	A
Degree	E	A
Experience of delivering highly effective lessons	E	A
Established and evidenced practice as an outstanding teacher over a prolonged period	E	I R
Knowledge & Understanding		
High level knowledge of effective strategies	E	I R
Excellent knowledge and understanding of what high quality teaching and learning is	E	A I R
Knowledge, understanding and leadership accountability within the school organisation	E	A
Leadership & Management		
Proven record of:		
• the ability to motivate and inspire both staff and students	E	A I R
• the ability to assimilate information, consult and delegate effectively	E	I R
• highly effective organisational and management skills	E	I R
• raising standards of student attainment in line or above national average	E	A I R
Highly effective use of data to evaluate student and department performance in raising standards	D	I R
Evidence of improving teaching and learning through the implementation of best practice, change and innovation	D	A I R
Teaching & Learning		
High level learning and teaching skills.	E	I R
Proven record of promoting high student progress for all priority key groups	E	I R
Experience of providing effective feedback to colleagues on professional performance	D	R
Experience of conducting lesson observations	D	A R

Personal		
High quality interpersonal skills, with the ability to communicate effectively with individuals and a variety of audiences	E	I R
Ability to build productive relationships with students, staff, parents and governors	E	I R
Ability and willingness to empathise and listen and to be self-critical and reflective	E	I R
Possess enthusiasm, integrity, creativity, flexibility, emotional resilience and be hard-working	E	I R
Understanding of and commitment to equal opportunities in its widest sense and a commitment to inclusive education	E	I R
Safeguarding		
Motivation to work with children and young people	E	I R
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	E	I R
Emotional resilience in working with challenging behaviours	E	I R