**Job Description**

**Job Title: Lead Practitioner**

**Location: Clacton-on-Sea**

**Hours of work: 32.5**

**Reports to: Director of subject**

**Purpose of the Role:**

To carry out the duties of a school teacher as set out in The Pay &amp; Conditions Document

2018, subject to any amendments due to government legislation.

In addition to the requirements of a class teacher, the purpose of the role is to use and share

skills in classroom teaching with teachers in the Academy in order to help raise teaching and

learning standards more widely. To engage in innovation and the dissemination of effective

practice with other teachers. To provide a lead in teaching and learning in the development

of a consistently outstanding quality of teaching and learning, raising standards and

improving student achievement.

To promote and adhere to the Trust’s values to be unusually brave, discover what’s

possible, push the limits and be big hearted.

**Responsibilities**

Teaching and learning

● Plan lessons

● Team teach with other teachers in the school, as required

● Model effective teaching, with other teachers observing, to a whole class or target

group of pupils e.g. gifted and talented, Special Educational Needs

● Observe lessons informally, feedback to teachers and set appropriate targets

● Coach teachers to develop their own teaching skills

Leading and supporting staff

● Support the Director of Science or subject leader with regard to schemes of work,

policies or management skills

● Advise teachers on classroom organisation and management, lesson planning and

appropriate teaching methods, e.g. differentiation, pace and challenge

● Provide advice on developing behaviours of learning

● Act as a consultant to teams, developing strategies for pupils experiencing difficulties

● Participate in initial teacher training

● Participate in the mentoring of newly qualified teachers

● Assist teachers who are experiencing difficulties

● Lead and support subject networks

● Advise on the provision of in-service training

● Lead groups of staff in continuing professional development activities in area of

expertise and evaluate outcomes

● Lead professional learning groups

● Provide subject specific advice, drawing on up-to-date research and developments

● Support the performance management process as required

● Ensure that teachers and schools receiving support develop sustainable practice

● Collect data to inform school developments

● Participate in interviews by monitoring teaching expertise

● Develop school policy

Monitoring, recording and reporting

● Produce and maintain records of visits to schools

● Complete a termly summary and report of inreach and outreach work

● Provide the AET with a portfolio of own skills to help shape outreach contributions in

the AET

General

● Produce high quality teaching resources and materials including recordings of

lessons for dissemination in own Academy or other Academies

● Distribute materials relating to best practice and educational research to other

teachers

● Attend Leading Practitioner network meetings as required

● Engage with appropriate training opportunities to promote professional effectiveness

in this role

● Undertake any other agreed responsibilities as shall be agreed with the teacher

**Employee value proposition:**

We passionately believe that every child can discover their own remarkable life. It’s what

motivates us around here. We know this vision requires something extra. Which is why at

AET, you’ll find more. More opportunities, so you can forge your own path. More care and

support, so you can prioritise what matters most. More purpose, for you and for the children

we’re inspiring. Come inspire their remarkable with us.

Our values:

The post holder will be expected to operate in line with our values which are:

● Be unusually brave

● Discover what’s possible

● Push the limits

● Be big hearted

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities

contained in the Teachers’ Pay and Conditions.

2. This job description allocates duties and responsibilities but does not direct the

particular amount of time to be spent on carrying them out and no part of it may be

so construed.

3. The job description is not necessarily a comprehensive definition of the post. It will

be reviewed at least once a year and it may be subject to modification or

amendment at any time after consultation with the holder of the post.

4. This job description may be varied to meet the changing demands of the academy

at the reasonable discretion of the Principal/Group/Chief Executive

5. This job description does not form part of the contract of employment. It describes

the way the post holder is expected and required to perform and complete the

particular duties as set out in the foregoing.

6. Postholder may deal with sensitive material and should maintain confidentiality in

all academy related matters.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff

and volunteers to share this commitment. A Disclosure and Barring Service Certificate will

be required for all posts. This post will be subject to enhanced checks as part of our Prevent

Duty.

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**Person Specification**

**Job Title: Lead Practitioner**

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| --- | --- | --- | --- |
| **General heading** | **Detail** | **Essential requirements:** | **Desirable requirements:** |
| **Qualifications** | Qualifications required for the role | * A good honours degree or equivalent and QTS | * A good honours degree or equivalent and PGCE * Evidence of further subject-based professional development |
| **Knowledge/Experience** | Specific knowledge/  experience required for the role | * Evidence of excellent classroom practice that has secured consistency excellent levels of student achievement * Good understanding of effective and engaging teaching methods * The ability to engage, enthuse and motivate students * The ability to deliver dynamic and exciting lessons | * Experience of the use of ICT to enhance the teaching and learning process |
| **Skills** | Line management responsibilities (No.) | * N/A |  |
| Forward and strategic planning | * The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all students. * The ability to set consistently high expectations for all students through class work and homework | * A willingness to be involved in extended curriculum opportunities in the subject area. * The ability to manage time effectively and prioritise work |
| Budget (size and responsibilities) | * N/A |  |
| Abilities | * An understanding of the use of assessment to inform planning | * Evidence of improved student outcomes * The ability to monitor student progress through the use of ICT |
| **Personal**  **Characteristics** | Behaviours | * Highly motivated * Respond well to a challenge * Maintain high professional standards * Excellent communication skills * Commitment to own professional development |  |
| **Special requirements** |  | * Successful candidate will be subject to an enhanced Disclosure and Barring Service Check * Right to work in the UK * Evidence of a commitment to promoting the welfare and safeguarding of children and young people |  |