POST:	Lead Practitioner Spanish
RESPONSIBLE TO:	Principal, under the leadership of the Deputy Principal
RESPONSIBLE FOR:	Teaching staff within Learning Zone and staff across the school
SALARY:	Lead Practitioner – L 1- 6
LOCATION:	Oasis Academy: Shirley Park
WORKING PATTERN:	Full-time and as described in the School Teachers' Pay and Conditions Document
DISCLOSURE LEVEL:	Enhanced

JOB PURPOSE:

- To develop expert knowledge of outstanding practice in Learning and Teaching across Oasis Shirley Park. leading and managing all elements of high quality teaching across the whole academy to ensure that participation and engagement in learning takes place.
- To ensure high quality coaching, development and training opportunities to ensure a provision of effective learning and teaching across subject areas and be a key member of the Academy Leadership Team (ALT).

SPECIFIC RESPONSIBILITIES:

In addition to carrying out the professional duties of qualified teacher in accordance with the current DfE's Teachers' Pay and Conditions document, the post holder, in consultation with their line manager shall:

A.Strategic Direction and Development of the Academy

A1.To develop and implement Teaching and Learning initiatives and strategies throughout the academy which improve the impact of teaching practice of all members of staff and therefore raise student standards and progress in line with the Academy Development Plan.
A2.Assist Leadership team and other leading practitioners in developing, implementing and evaluating policies and practice that lead to whole school improvement
A3. To model and promote excellent practice, maintaining a clear focus on outstanding delivery to learners
A4.To undertake research into best practice in other schools and feedback to leadership team, drawing on outcomes and application to academy innovation and current practice.
A5.To develop high quality teaching materials and schemes of learning
A6.Use data effectively to monitor and evaluate student progress, planning and implementing effective intervention to support all pupils to achieve highly

A7.Analyse national, local and Academy data, research and inspection findings to inform **A8**.Academy policies and practices, expectations and teaching methodologies and to report regularly to the Assistant Principal, Oasis Community Learning and the Academy Council on progress and plans as required

A9.Monitor national changes in curriculum provisions and recommend to the Assistant Principal on a regular basis new opportunities to embed, extend and enrich the Academy's curriculum provision.

A10.To support underperforming teachers and support staff to enable them to improve their practice.

A11.To lead on CPD across the school, including induction and support of trainee staff and newly qualified teachers and liaise with all relevant external organisations.

A12.To support and coach other teachers across the school to improve their practice.

A13. Have excellent subject knowledge and support the Learning Zone Leaders and Curriculum Leaders within their subject to develop effective curricula that ensures outstanding progress for all students. Lead Practitioners may lead a subject or key stage where appropriate.

A14. As requested, act in this capacity when required in other Oasis Academies

Lead and support the development of Sixth Form courses and build strong working relationships with the relevant external providers.

B. Learning and Teaching

B1. Promote a clear vision for Learning and Teaching which embodies the highest expectations of staff and students.

B2.Establish consistent approaches to securing the Learning and Teaching across the School by promoting and embedding Learning and Teaching policies.

B3.Secure and sustain effective teaching of subjects through structured monitoring and evaluation of all aspects of teaching and learning including snap shots, feedback to aid development of teachers and monitoring and evaluation, providing regular updates to the leadership team on developments areas.

B4.To teach a timetable within specialism appropriate to the demands of the role and the need of the academy .

B5. Support the Academy Leadership Team in embedding behaviour policies so that conduct around the Academy is exemplary.

B6.Comply and work in alignment with Teaching standards and Lead Practitioner professional standards and performance.

B7. Acts as a role model to staff and pupils. Is an excellent classroom practitioner – ensures that their own classroom practice models best practice so staff can observe and develop.

B8. Commitment to regular and on-going professional development and training to establish outstanding classroom practice

D. Leading, Motivating & Developing

D1.Demonstrate excellent and innovative pedagogical practice, and deliver supporting teacher CPD through delivering sessions. .

D2.Alongside the Assistant Principal, carry out subject/quality assurance activities e.g. classroom observations.

D3.Contribute to the professional development (and performance management where appropriate) of colleagues using a broad range of skills appropriate to their needs so that they demonstrate enhanced and effective practice. (e.g. coaching, mentoring, induction)

D4.Disseminate materials and advise on practice, research and CPD provision

E. Safeguarding Children

Oasis Community Learning 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.

OTHER:

F. Teaching Commitment

The post holder will be expected to teach and actively support and contribute, as required, to the Academy's programme for Initial Teacher Education trainees. Designated non-contact time will be made available over and above the allocation given to curriculum leaders.

G. Other Duties

- **G1.**The post holder will be subject to performance objectives agreed annually
- **G2**.All teachers take an active role in the Academy's care and guidance of students and evaluating the Tutor Program and through ensuring that Academy standards are monitored and followed up with students.
- **G3.**The post holder is expected to carry out such other duties as may reasonably be assigned by the Assistant Principal
- **G4.** The post holder will be expected to carry out two 30 minute duties per week before school and two 30 minute duties during second break as part of Wider Leadership duties

The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably be assigned by the Assistant Principal. The postholder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

The duties of this post may vary from time to time without changing the general

character of the post or level of responsibility entailed.

Lead Practitioner

Person Specification

Our Purpose

Oasis Academies exist 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 students 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.

Oasis Community Learning Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all people are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each Academy community.

For further information, please refer to the Oasis Community Learning Purpose, Ethos and Values document which accompanies this job description.

	Essential	Desirable
Qualifications	• Qualified Teacher Status	• Degree in related subject. • Lead Practitioner accreditation or Education related Masters.
Experience, Skills and knowledge	• Experience of teaching Spanish at KS3/KS4. • Experience of developing staff. • Experience of curriculum development. • A strong knowledge of cutting edge educational research and practice. • Excellent written and communication skills, including appropriate ICT skills	• Experience of teaching Spanish at KS5. • Experience of delivering staff training.

	• A secure knowledge of the importance of data as a means both to measure and to extend progress • A high level of organisational skills • The ability to create a stimulating visual environment in the classroom.	
Personal Qualities	• Commitment to safeguarding and promoting the welfare of children and young people. • Willingness to undergo appropriate checks, including enhanced CRB checks. • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline • Flexibility and a willingness to be involved in activities that promote the community hub • A commitment to lifelong learning and a willingness to contribute to furthering their own learning through CPD • Commitment to the Academy's Equal Opportunities policies • Personal drive and energy to motivate and inspire staff and students • Capable of establishing positive relationships with parents • Integrity • The ability to cope with complexity, ambiguity and uncertainty • A genuine liking for and commitment to students even when the going gets tough! • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos	