



Kingsthorpe College



Lead Practitioner of Maths

Job Description

Faculty: Maths

Responsible to: Learning Director of Maths

The duties and responsibilities that follow are in addition to those responsibilities held by a 'Main Pay Range Teacher' and the additional accountabilities of an 'Upper Pay Range Teacher' as defined in the appropriate Kingsthorpe College job profiles.

Overall Objectives of the Post:

The core purpose of the Lead Practitioner of Maths is:

- To secure best outcomes for pupils through highly effective curriculum planning and implementation.
- To model outstanding planning, assessment and teaching in order to support staff in the faculty to achieve high quality teaching, effective use of resources and the highest standards of learning and achievement for all pupils.
- To liaise effectively with colleagues to ensure consistency of approach in maths teaching and learning across the Faculty.
- To promote the vision, culture, and ethos of the school.

INTRODUCTION

Leadership Duties:

- To support the Learning Director of Faculty.
- To ensure provision of an appropriately broad, balanced, inclusive, and relevant and curriculum for students studying in the Faculty area, in accordance with the aims set out in The KC Story.
- Motivate, challenge and inspire colleagues to provide outstanding provision for our pupils, leading to outstanding outcomes.
- Provide an excellent role model for pupils and for staff, by classroom practice and behaviour that sets a standard for others.
- Work with colleagues to develop an innovative and creative curriculum designed around the particular needs of our pupils.
- Develop a coherent, shared vision for learning through teamwork, collaboration and sharing of best practice, ensuring a consistent of approach to teaching.
- Seek out best practice through networks and research, to share with colleagues.
- Use data analysis to identify areas where individuals/groups of colleagues or the whole school may need support in order to improve outcomes for pupils.
- Contribute to appraisal.
- To monitor and support the overall progress and development of students within the curriculum area and as a Form Tutor.

Specific Duties:

- Reporting to the Learning Director of Faculty.
- Responsibility for the provision of a full learning experience and support for students.
- Liaising with the Headteacher, Leadership Team, the Learning Director of Faculty, teachers and support staff, LA representatives, external agencies and parents.
- Working time: Full time as specified within the STPCD.
- Salary /Grade: LP3 – LP7. (Agreed 5 point range, on the basis of the professional competencies of the appointed candidate)
- Enhanced DBS disclosure level.

TEACHING

- Under the reasonable direction of the Headteacher, carry out the professional duties of a teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).
- To undertake an appropriate programme of teaching in accordance with the duties of a Lead Practitioner.
- Support teaching staff to consistently and effectively plan lessons and sequences of lessons, to meet students' individual learning needs by:
 - Disseminating examples of highly effective planning practice.
 - Ensure that teachers are aware of the needs of inclusion of all students and groups and make provision for this in their planning.
 - Ensure that feedback from quality assurance activities and analysis of assessment data is appropriately reflected in teachers' planning.
 - Support teaching staff to consistently and effectively use a range of appropriate strategies for teaching and learning.
- Leading classroom management by:
 - Ensuring teachers are clear about the teaching of objectives in lessons, understanding the sequence of teaching and learning in the subject area and communicate this to students.
 - Observing colleagues' teaching (through subject monitoring) and provide evaluative feedback on the effectiveness of their teaching strategies to bring about further improvement.
 - Identifying and promoting innovative and effective strategies within the College to meet the needs of all students.
- Support teaching staff to consistently and effectively use information about prior attainment to set well-grounded expectations for students and monitor progress to give clear constructive feedback by:
 - Evaluating and interpreting relevant national, local and College data, research and inspection evidence to inform policies, expectation and teaching methods.
 - Defining intervention strategies to address identified issues for development.
 - Evaluating and reporting on the effectiveness of intervention strategies used to address identified issues.
 - Use assessment data to make comparative evaluation of students' performance in the subject area.
- Support teaching staff such that, as a result of their teaching, their students achieve well in relation to prior attainment, making progress as good or better than similar students nationally by:
 - Identifying quantifiable and challenging student progress objectives with teachers within their appraisal/performance management objectives.
 - Supporting teachers in planning appropriate strategies to achieve student progress target levels and objectives.
 - Taking steps to ensure agreed student progress target levels are achieved or exceeded.
 - Encouraging students' motivation and enthusiasm, developing positive responses to challenge and high expectations.

OPERATIONAL / STRATEGIC PLANNING

- To help the Learning Director of Faculty to develop appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching strategies.
- To assist in monitoring and following up student progress.
- To assist in the implementation of College policies and procedures, for example Equal Opportunities, Homework, etc.
- To work with colleagues to formulate aims and objectives for the Faculty which have coherence and relevance to the needs of students and to the aims and objectives of the College.

CURRICULUM DEVELOPMENT

- To support curriculum development within the whole Faculty.
- To keep up to date with national developments in the subject area and teaching practice and methodology.
- To monitor actively and respond to curriculum development and initiatives at national, regional and local levels.
- To liaise with the Learning Director of Faculty to maintain accreditation with the relevant examination and validating bodies.

STAFFING / STAFF DEVELOPMENT/PERSONAL DEVELOPMENT

- To work with the Director of Faculty to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.

- To engage actively in the performance management review process and act, when required, as reviewer for staff within the Faculty.
- To promote teamwork and to motivate staff to ensure effective working relations.
- To participate in the College's ITT/ECT programme.
- Maintaining 'leading edge' knowledge through reading, INSET and research to inform own practice, demonstrating impact in teaching and on students' learning.
- Achieving their own challenging professional objectives.
- Leading and developing professional development/INSET activities.
- Creating a climate which enables staff to develop, challenge and support each other.
- Mentoring and coaching staff to develop confidence and maintain positive attitudes.
- Taking action to build and maintain effective teamwork with high expectations of outcomes .

QUALITY ASSURANCE

- To ensure the effective operation of quality assurance systems.
- To assist in the process of the setting of targets for teachers and students within the Faculty and to work towards their achievement.
- To help to establish common standards of practice within the Faculty and develop the effectiveness of teaching and learning styles within the Faculty.
- To contribute to the College procedures for lesson observation and feedback.
- To implement the College quality assurance procedures and to ensure adherence to those within the Faculty.
- To participate in the monitoring and evaluation of the Faculty in line with agreed College procedures including evaluation against quality standards and performance criteria.
- To seek/implement modification and improvement where required within the Faculty.

MANAGEMENT INFORMATION

- To ensure the maintenance of accurate and up-to-date information concerning the Faculty on the management information system.
- To assist in the use of analysis and evaluation of performance data for staff and students.
- To help to produce reports within the quality assurance cycle.

COMMUNICATIONS & LIAISON

- To help ensure that all members of the Faculty are familiar with its aims and objectives.
- To liaise with partner schools, higher education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies where required.
- To contribute to the planning and delivery of College liaison activities.
- To contribute to the development of effective subject links with partner schools and the community, attending, where necessary, liaison events in partner schools and promoting subjects effectively at liaison events in College, partner schools and the wider community.

MANAGEMENT OF RESOURCES

- To assist the Learning Director of Faculty to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other faculties to ensure a sharing and effective usage of resources to the benefit of the College and the students.

PASTORAL SYSTEM

- To help to monitor and support the overall progress and development of students within the Faculty.
- To help to monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To act as Form Tutor and carry out the duties associated with the role as outlined in the generic job description.
- To contribute to PSHE, citizenship and enterprise according to the College policy.
- To assist in the implementation of the Behaviour Management System in the Faculty so that effective learning can take place.

COLLEGE ETHOS

- To play a full part in the life of the College's community, to support its distinctive vision and ethos and to encourage staff and students to follow this example.
- To actively promote the College's policies.

- To comply with the College's Health and Safety policy and undertake risk assessments as appropriate.

This job description may be amended at any time following discussion between the Headteacher and member of staff, and will be reviewed annually.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description and related documents provide the standards and framework for Performance Management Objectives for a Lead Practitioner which will be set under the Colleges Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be Challenging, Specific, Measurable, Achievable, Realistic, and Time-bound and will be appropriate the post holders role and level of experience. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the College's plans for improving the College's educational provision and performance and improving the educational opportunities for students at the College.

The Collaborative Academies Trust and Kingsthorpe College is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff to share this commitment.

Kingsthorpe College, Boughton Green Road, Northampton, NN2 7HR

Telephone: 01604 716106