

Job Description

Job title	Lead Practitioner
Grade	5 point ISR between L1 and L7
Responsible to	Substantive Vice Principals and Principal.
Responsible for	Subject Teachers
Effective from	Start date of employment

Ninestiles Academy Trust Mission Statement

Ninestiles Academy Trust will be nationally and internationally acknowledged as a high achieving, innovative and exciting group of schools which recognise and respect the richness and diversity of their communities. The trust will be structured and resourced to meet the needs of 21st century students. Within a caring environment, we will develop and reinforce the values, skills and attributes which promote good citizenship and lifelong learning. Parents, directors and governors, and the wider community will work in partnership with our committed, appropriately skilled workforce and our students to ensure that high quality learning takes place. Outcomes will be outstanding.

General Responsibilities and Duties:

General Duties and Responsibilities of all Lead Practitioners:

- ✓ To collaborate with STLs and the Senior Leadership Team, as a cross-academy team, generating engagement, involvement and excitement about the drive for classroom improvement
- ✓ To use coaching strategies with colleagues as agreed with VP/AP including observing lessons and providing developmental feedback.
- ✓ To deliver whole-Academy / area team / school based training events as planned in the calendar.
- ✓ To provide demonstration lessons as agreed, with the purpose of improving the performance of staff.
- ✓ Develop resources for Cloud 9.
- ✓ To contribute to the development of whole-school improvements in specific areas outlined in the SDP.
- ✓ To understand the impact of the use of data on student progress and its uses in enhancing classroom performance.
- ✓ To demonstrate good practice in the use of ICT and multi-media tools to engage students, coaching colleagues as required.
- ✓ To participate as performance managers in the management of specific colleagues within the structure as necessary.

- ✓ To liaise / network with post holders at other Ninestiles academies to develop best practice models within area of responsibility.

Specific Duties:

- ✓ To work with the Senior Leadership Team in its relentless drive to improve the provision, experience and outcomes for all learners.
- ✓ To ensure excellent progress is made for different groups of students (e.g. girls/boys, upper/middle/lower, PP/non-PP) and to work with other relevant colleagues in the team to ensure that quality first wave teaching is in place to prepare students for examinations.
- ✓ To take the lead on the formulation of approaches to teaching and learning in preparing students for the demands of the new qualifications framework.
- ✓ To ensure, through robust quality assurance and moderation, accurate predictions are being made in relation to student progress.
- ✓ To develop schemes of work including templates, exemplars, and support materials which can be used across the Trust.
- ✓ To have a sharp focus on the progress of students at KS4, and to implement necessary high quality teaching strategies to ensure students make rapid progress.
- ✓ To coach, mentor and train colleagues across the school in conjunction with the AP/VP.
- ✓ To contribute to the management of an identified team as negotiated with the VP, for example through the quality assurance cycle and through performance management of designated staff.
- ✓ To be a role model to less experienced colleagues, demonstrating exemplary practice.
- ✓ To set cover work for absent staff members.
- ✓ To monitor tracking documents and inform staff of deadlines and expectations.

Have knowledge and understanding of:

- ✓ Working as part of the Extended Leadership Team, outside the 1265 arrangement.
- ✓ The school's mission statement, aims, priorities, targets and balanced scorecard and the mission of the Ninestiles Academy Trust of which Ninestiles is the Lead School.
- ✓ Any statutory curriculum requirements and the requirements for assessment, recording and reporting of pupils' attainment and progress.
- ✓ The characteristics of high quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all pupils.
- ✓ New subject-specific pedagogies and research and their potential impact
- ✓ The implications of the Code of Practice for Additional Educational Needs for teaching and learning.

Expectation of all Ninestiles Academy Trust Staff.

Planning & target-setting

- ✓ Set expectations and targets for staff and students in relation to standards of student achievement and the quality of teaching.
- ✓ Ensure that context sheets are created, updated and used effectively by staff to

- promote high quality personalised teaching, learning and interventions
- ✓ Work with the SENCO, and any other staff with Additional Educational Needs expertise, to ensure that individual education plans are used by teachers to set subject specific targets and match work well to students' needs.
 - ✓ Establish, with the involvement of relevant staff, short, medium and long term plans for the development and resourcing of a range of specialist subjects within the curriculum area.
 - ✓ Contribute to whole-school aims, policies and practices including those in relation to safeguarding, behaviour, bullying and racial and homophobic harassment.
 - ✓ Identify realistic and challenging targets for improvement and be clear about actions to be taken, the relevant timescales and criteria for success.

Teaching & Managing Student Learning

- ✓ Ensure curriculum coverage, continuity and progression across the range of subjects for all students, including those of high ability and those with additional educational or linguistic needs.
- ✓ Ensure teachers are clear about the teaching of objectives in lessons, understand the sequence of teaching and learning in the subject, and communicate such information to students effectively.
- ✓ Ensure guidance is provided on the choice of appropriate teaching and learning methods to meet the needs of the subject and of different students.
- ✓ Ensure teachers promote the progress of every student within each lesson, across sequences of lessons and throughout modules/schemes of work.
- ✓ Ensure effective development of students' literacy, numeracy and information technology skills through the subject.
- ✓ Ensure effective coverage of the SMSC agenda across the subject curriculum.

Assessment & Evaluation

- ✓ Analyse and interpret relevant national, local and school data, research and inspection evidence to inform policies, practices, expectations, targets and teaching methods.
- ✓ Establish and implement clear policies and practices for assessing, recording and reporting on student achievement, and for using this information to assist students in setting targets for further improvement.
- ✓ Evaluate the teaching of the range of specialist subjects within the curriculum area and use this analysis to identify effective practice and areas for improvement.
- ✓ Implement whole school systems for recording and reporting individual student performance.

Student Achievement

- ✓ Establish clear targets for students' achievement and evaluate attainment and progress for all students.
- ✓ Use data effectively to identify individual students and student groups who are underachieving and, where necessary, create and implement effective plans of action to support these students.

Managing Staff & Other Adults

- ✓ Organise and run meetings and supply minutes to the SLT line manager
- ✓ Attend meetings as requested
- ✓ Support staff in achieving constructive working relationships with students.
- ✓ Establish clear expectations and constructive working relationships among staff, including through team working and mutual support, devolving responsibilities and delegating tasks, appropriately evaluating practice, and developing an acceptance of accountability.
- ✓ Contribute to required updates and reports to SLT and Governors.
- ✓ Appraise staff as required by the school policy on Performance Management and use the process to develop the personal and professional effectiveness of the teacher.
- ✓ Lead professional development through example and support and co-ordinate the provision of high quality professional development by appropriate methods, drawing on other sources of expertise as necessary,
- ✓ Establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about curriculum, attainment, progress and targets.
- ✓ Assist in the recruitment and selection of teaching and support staff for the curriculum area.

Managing Resources

- ✓ Establish staff and resource needs and advise the Principal and senior managers of likely priorities for expenditure, and allocate available resources with maximum efficiency to meet the objectives of the school and subject plans.
- ✓ Achieve value for money.
- ✓ Organise and co-ordinate the deployment of learning resources, including information and communications technology, and monitor their effectiveness.
- ✓ Maintain existing resources and explore opportunities to develop or incorporate new resources from the wide range of sources inside and outside the school.
- ✓ Ensure all school, regional and national Health and Safety requirements, including risk assessments, are complied with

Strategic Leadership

- ✓ Develop a vision for the curriculum area which ensures continual improvement, maximum effectiveness and outstanding outcomes
- ✓ Create a climate which enables other staff to develop and maintain a positive attitude towards, and confidence in, their professional role.
- ✓ Develop and implement practices to ensure all relevant parties are well informed about subject policies and plans and the curriculum area's success in meeting objectives and targets.

General

- ✓ Oversee the development and organisation of any relevant extra curricular activities and visits which extend learning beyond the classroom
- ✓ Be open to the possibilities of outreach work within the Ninestiles Academy Trust or across the Ninestiles Teaching School Alliance

- ✓ Any other appropriate and reasonable activity as may be directed from time to time by the Principal.

Job description issued by the Principal:	
Copy received by:	
Date:	