

JOB DESCRIPTION

Name:

Post Title: Lead Practitioner

Scale: Leadership Scale (if accredited), or Main Scale plus 5% salary enhancement (while in training period prior to accreditation)

Accountable to: Head of Faculty or Subject Leader (for teaching responsibilities)
Head of Year (for tutoring responsibilities)

Core purpose of the job:

- To provide superlative teaching and learning which meets the needs of all students.
- To support the Head of Department (HoD) in raising standards of teaching and learning across the department and in monitoring progress towards agreed aims
- To provide specialist subject expertise to assist departmental staff
- To take the strategic lead of an agreed whole school responsibility
- To support and hold to account other staff in the school
- To support the HoD and SLT Line Manager in the implementation of agreed whole school policies and initiatives

Key duties, responsibilities and tasks:

- Raise the quality of learning and attainment of students within the faculty and across the school; working to ensure that your teaching specifically and the whole school teaching generally is as effective as it can be
- Your lessons are an example of model practice within your area and they will engage students and ensure that all students make exceptional progress. You will have an open door policy for observation at all times
- Leading, developing and enhancing the teaching practice of others within your area and across the school
- Produce high quality teaching and learning resources and materials for use across the faculty.
- Plan lessons independently and collaboratively with colleagues
- Work alongside the HoD to coach/mentor staff in order to develop their teaching
- Observe lessons across the school informally and formally, feedback to teachers and set appropriate targets; hold staff to account for those targets
- Participate and lead in the mentoring of newly qualified teachers within your area,
- Work with the HoD to take a lead role in intervention across the faculty as appropriate
- Support the HoD with regard to schemes of work, policies, performance management and the implementation of national subject strategies
- Advise and train teachers on classroom management and organisation, lesson planning and appropriate pedagogy
- Provide advice and training on positive behaviours for learning Deliver CPD to groups of all sizes including whole staff inset on training days/mornings
- Lead groups of staff in continual professional development activities in area of expertise and evaluate outcomes
- To support whole school priorities and targets for the faculty
- Provide subject specific advice, drawing on up-to-date research and developments
- Support the performance management process as required
- Produce and maintain records of work within your area and across the academy
- To support the Senior Leadership Team in all aspects of the T&L strategy as appropriate

- Engage in outreach activities on a local and national level as needed
- Develop a vision, create an action plan and build momentum around an agreed whole school responsibility
- To take on any additional duties as requested by the Headteacher, and appropriate to a member of staff on the leadership scale.
- A commitment to the safeguarding of all pupils

Note: There is an expectation that Lead Practitioners Designate are awarded internal accreditation within two years of taking up the post. The School will support Lead Practitioner Designates in this process.

Review of Job Descriptions

Job descriptions will be reviewed annually by the governors and may be changed after appropriate consultation.

Performance Management

Performance Management, which will be undertaken by the post-holder's line manager, will be based on reviewing performance against the job description and achieving objectives for further professional development.

Terms and conditions of employment

The terms and conditions of all posts are as described in Part XI of the current School Teachers' Pay and Conditions Document and in the Islington contract of employment.

Note:

This job description sets out the main duties of the post at the time when it was prepared. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot necessarily justify a regrading of the post.

Signed: _____ Date: _____

PERSON SPECIFICATION

In your supporting statement it is essential that you address each of the following points giving evidence where appropriate. Your statement should not exceed two sides of A4, preferably typed.

The successful candidate should have:

Qualifications

Essential

- Teaching Qualification
- Degree or equivalent

Desirable

- Evidence of ongoing Professional Development

Experience

Essential

- Outstanding teaching practice
- Excellent behaviour management
- Experience of lesson observations and giving robust feedback
- Experience of improvement planning
- Experience of implementing a range of strategies to raise student achievement, with evidence of success
- Contribution to impact on the quality of learning and teaching and curriculum
- Proven track record of excellent results at KS3/4
- Experience of high quality pupil tracking and feedback practices

Desirable

- Experience of working with governors
- Experience of working in more than one school
- Experience of KS5

Knowledge and Understanding

Essential

- Ability to use data to analyse performance and manage interventions
- Understands current position with the 14-19 curriculum.
- Understands how to plan lessons with challenging learning objectives and outcomes
- Deep understanding of Assessment for Learning
- Effective use of ICT to promote learning
- Understands the factors effecting learning
- Understanding of e-learning
- Strategies to maintain good behaviour and pace
- Strategies for monitoring and evaluation of standards of attainment
- Effective development of staff and resources
- Strategies for working with staff and delivering robust feedback and holding staff to account
- A commitment to the safeguarding of all pupils

Skills and Disposition

Essential

- Passion for teaching and learning
- Totally professional at all times
- Personal organisation and time management skills
- Effective oral and written communication skills
- Ability to analyse and interpret data effectively and act upon the information
- Ability to analyse the strengths and weaknesses of lessons, lesson plans and resources so as to best help the teacher
- Ability to think strategically
- Ability to work within a team and hold staff to account
- Ability to motivate and lead students and staff
- Ability to analyse issues and identify solutions
- Vision and ability to manage change successfully

Personal Qualities

Essential

- Ambitious and hard-working
- Commitment to the wider school community and a willingness to offer extra-curricular activities
- Commitment to pursue agreed short/medium and long-term strategies to completion
- Commitment to working with students of all abilities
- A passion and commitment to an ethos of high expectations, personal fulfillment and academic success
- Presence and approachability
- Sense of humour and resilience