



Position: Lead Practitioner

Salary: L1-L6

Contract: Permanent

Disclosure Level: Enhanced

Line Manager: Assistant Principal for Teaching and Learning

For a confidential discussion about this post with the Principal, please contact Lisa Jones, HR Manager, via email on ljones@saintgabrielscollege.org

We will all fulfil our unique God-given potential

SAINT GABRIEL'S COLLEGE

Saint Gabriel's College is a small, inclusive 11-16 Church of England secondary school in the heart of Lambeth where every member of the community is valued. All our students are encouraged to achieve excellence by working hard, continuously improving, growing spiritually and thinking of others. We believe that all our students are made in the image of God and, as such, are of intrinsic value. Our mission is to help everyone in our school flourish and fulfil their unique, God-given potential. We seek to educate the whole child, pursuing academic excellence through the principles of wisdom, hope, community and dignity. The recruitment and development of an exceptional team of practitioners is a top priority for us. Our team comprises committed professionals who are invested in ensuring that each member of our community fulfils their unique God-given potential. We are clear that our aim for students to secure the very best outcomes relies upon our ability to deliver high standards of teaching and learning as well as our provision of high quality professional development.

We are seeking to appoint an ambitious and talented Assistant Principal with a relentless focus on ensuring high-quality teaching and learning at Saint Gabriel's College.

WHY WORK FOR US?

We have high ambitions for our students and we want them to have access to a world-class education. In 2018, we were delighted to be recognised by Ofsted as a 'good' school whose provision for students' personal development and welfare is 'outstanding'. We are a successful, well-led school with a supportive staff who are friendly, collaborative and enjoy enriching the lives of our students each day. Saint Gabriel's College is a great place to work. We have an excellent team of dedicated staff and we understand that we are privileged to work with such wonderful young people.

STAFF BENEFITS

- Funding for a range of Masters qualifications to support your development
- Access to our Professional Development Pathways programme
- Confidential coaching and/or counselling sessions
- Cycle to work scheme
- Annual travel season ticket loan
- The opportunity to request flexible working arrangements
- Full annual membership to the Chartered College of Teaching
- Support to complete funded National Professional Qualifications

OUR IDEAL CANDIDATE

- You are relentless in ensuring strong outcomes for students
- You have an acute understanding of current educational research and its application to the classroom
- You are an outstanding subject teacher and a role model for colleagues
- You are committed to working in challenging communities
- You are able to form positive relationships with all members of our community

We encourage you to visit the school for a tour to get a sense of what life at Saint Gabriel's College is like and let us answer any questions you may have.

JOB DESCRIPTION

The Lead Practitioner post holder is directly accountable to the Assistant Principal for Teaching and Learning (T&L AP).

JOB PURPOSE

- To exemplify excellent teaching;
- To work with a Head of Faculty to ensure high quality T&L in a faculty;
- To work with the Achievement Team to lead on ensuring good progress for all students in a year group;
- To work with the T&L AP and the Achievement Team to improve all aspects of T&L in the school.

GENERAL RESPONSIBILITY

All teachers at Saint Gabriel's College accept responsibility for school improvement and for providing an atmosphere in which students have the opportunity to fulfil their unique God-given potential for intellectual, emotional, physical, spiritual and psychological growth. We expect all staff to support the Christian ethos of the school, in word, manner and deed, maintaining the highest professional standards and contributing actively to the development of the school as a thriving community.

KEY RESPONSIBILITIES

EXEMPLIFY EXCELLENT TEACHING

1. At all times provide a model of good practice in your teaching;
2. Meet the needs of your students through promoting progression, continuity and high-quality learning;
3. Exemplify the implementation of school T&L priority strategies in your classroom;
4. Welcome visitors to your classroom and model good practice to them;
5. Be able to demonstrate the impact of your good practice in the quality of your students oracy, written work and in their results in internal and external examinations;
6. Deliver the planned curriculum effectively so your students understand and can articulate the Big Ideas of your subject;
7. Follow the school's behaviour policy to ensure a good learning atmosphere in your classroom;
8. Ensure that SEN students make good progress, because they receive differentiated work according to the strategies outlined in their support plans;
9. Ensure that homework is set and assessed in accordance with whole-school expectations;
10. Effectively communicate with parents to support and improve students' achievement.

TOGETHER WITH THE T&L AP, LEAD ON TEACHING AND LEARNING IN THE SCHOOL

1. Work together with the T&L AP to continuously improve the quality of T&L in the school;
2. Help teachers experiencing difficulties to improve their teaching practice;
3. Lead teacher professional development sessions on best practice in T&L;
4. Help lead school T&L monitoring systems including learning walks, lesson observations and book-looks;
5. Research and trial innovative pedagogical approaches that will have a positive impact on student outcomes and/or reduce teacher workload;
6. Keep abreast of national developments in T&L and promoting a passion for pedagogy amongst the wider teaching body;
7. Seek out best practice from other schools and organisations and create and maintaining effective partnerships to ensure high quality T&L;
8. Take charge of one or more of the following areas (or equivalent):
 - Early Career Teacher Development Programme;
 - Trainee Teacher's Development Programme;
 - Independent learning whole-school policy strategy and action plan;
 - Assessment and feedback whole-school policy strategy and action plan;
 - Action research programme including individual learning plans for appraisal;

LEADING ON TEACHING AND LEARNING IN A FACULTY

1. Assist the HOF in monitoring and improving the quality of T&L across the faculty.
2. Be the curriculum and T&L expert in your subject area to support the Head of Faculty (HOF) in ensuring excellent standards of T&L across the faculty;
3. Support the HOF in the development and improvement of T&L strategies including monitoring the quality of T&L;
4. Assist the HOF in devising, implementing and monitoring the T&L section of the Faculty Action Plan;

RAISING ACHIEVEMENT IN A YEAR GROUP

1. Lead on raising achievement for students in a year group;
2. Work with an AP for Key Stage Achievement to oversee the Raising Achievement Plan for the year group;
3. Work with advisors to monitor the progress of students in the year group and lead achievement meetings for this team of advisors;
4. Lead year group assemblies to motivate students to achieve;
5. Use data effectively to track student's performance, identify underachievement and plan and implement action for improvement for underperforming students;
6. Effectively interpret and present data to communicate the quality of achievement to a range of audiences;
7. Work with the Careers and Transition co-ordinator to ensure that the year group have access to high quality Careers advice, information and guidance and work experience.

GENERIC TEACHER RESPONSIBILITIES

WORKING WITH OTHERS

1. Establish good working relationships with all members of staff;
2. Work as an effective member of a Faculty, planning cooperatively, sharing information, ideas and expertise;
3. Communicate effectively with all members of the school's community;
4. Meet all agreed deadlines and respond promptly to enquiries and concerns;
5. Participate in parents' and local community events as required;
6. Model good attendance and punctuality;
7. Perform duties to a good standard as directed.

MANAGEMENT OF FINANCES AND RESOURCES

1. Manage any delegated budget;
2. Organise and maintain a stimulating working and classroom environment;
3. Ensure that resources are organised and readily available to promote learning;
4. Teach students to take responsibility for resources and the environment;
5. Monitor and control the use of ICT and other equipment.;
6. Make effective use of resources, including ICT and support staff;
7. Ensure that learning spaces are attractive and well kept, free from litter and graffiti, and are conducive to safe and stimulating working by reporting any 'faults';
8. Contribute to the management of displays within the Faculty.

EVALUATION AND IMPROVEMENT

1. Monitor and assess students' work according to agreed policy and use assessment to identify individual needs and inform differentiated planning;
2. Keep student records in line with agreed school policy;
3. Monitor and evaluate progress made and standards achieved by individuals and groups. Use data to measure progress made against potential suggested by prior attainment;
4. Review own teaching and programmes of study as part of performance management with a view to participating in appropriate further training and professional development;
5. Participate in regular professional development activities as directed.

PERSON SPECIFICATION

Qualifications

1. A good degree
2. Qualified Teacher Status
3. Evidence of commitment to further professional development

Experience

1. Recent successful teaching across the age and ability range.
2. Effective teaching to secure improvements in student outcomes.
3. Contributing to the implementation of whole-school policies.

Knowledge, Skills and Competencies

1. The ability to apply knowledge and understanding of the characteristics of high quality teaching. The willingness to adopt new strategies for improving and sustaining a high standard of teaching, learning and achievement.
2. The ability and willingness to use ICT to aid T&L.
3. The ability and willingness to effectively fulfil the role of Advisor.
4. The ability to identify, take direction and respond to key issues affecting students' achievement.
5. Knowledge and understanding of issues associated with inner city schools and commitment to promoting equality of opportunity in all aspects of school life.
6. The ability to promote and celebrate the school's linguistic and cultural diversity.
7. Knowledge and understanding of procedures for safeguarding and promoting the welfare of children and young people.
8. The ability to contribute positively to teams through good interpersonal skills and an ability to relate to people at all levels.
9. The ability to communicate effectively with a wide range of audiences

Personal Attributes

1. Willingness to support and promote the Christian ethos of the school.
2. Commitment to team working, enthusiasm and resilience.
3. Ability to deal sensitively with students, parents and colleagues.
4. Ability to act as an ambassador for the school in the wider community.
5. Ability to give and accept feedback to ensure consistently high standards.
6. Ability to diffuse tension by responding calmly under pressure.
7. Willingness to 'step up' and take on additional tasks when needed.
8. A sense of humour and an optimistic outlook.