



Job Description

Lead Teacher

Job details

Reporting to: Curriculum Coordinator/ Deputy Head Teacher

Main purpose

The aim of this role is to engage and teach students practical and specialist skills and to provide guidance and quality assurance across the school in relation to a specific skilled area of practice. This involves remaining in line with Spaghetti Bridge's unique ethos and methodological approach to working with young people.

The Lead Teacher will take responsibility for providing leadership, guidance, management and quality assurance within a specific subject to secure:

- High quality teaching and subject knowledge across the school
- A coherently planned and sequenced curriculum
- Improved standards of learning and achievement for all
- Consistent assessment and accurate teacher judgements within the subject
- Effective use of appropriately sourced and designed resources
- Qualification preparation for students pertaining to the specific subject specialism

Duties and responsibilities

Teaching

- Undertake the duties of a Horizons Mentor, including leading a Base Group and delivering agreed PSHE activities; including Pathways to Adulthood
- Plan and teach to assigned classes, following the school's processes, Enterprise Learning curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of students
- Set high expectations which inspire, motivate and challenge students
- Promote good progress and outcomes by students
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing students for external tests
- Use & engage with Spaghetti Bridge systems and processes

Subject Leads will predominantly teach students who are accessing the Horizon curriculum but are required to teach across the whole school as directed by the Senior Leadership Team and based on the needs of the school. This may include teaching across a broad range of subjects in the delivery of Enterprise Learning.

Subject Knowledge & Curriculum Development

- Use extensive, up-to-date subject knowledge to lead their subject across the school, and keep up to date with developments in pedagogy and the curriculum
- Oversee the planning of curriculum content, ensuring it is well sequenced to promote student progress
- Ensure the planned curriculum is effectively and consistently implemented across the school and appropriately delivered in line with Enterprise Learning and the Spaghetti Bridge curriculum approach
- Work with Teachers, other Lead teachers, Practitioners and all relevant colleagues to build links between subjects and support the delivery of a cohesive and expansive curriculum
- Ensure that curriculum content is appropriately tailored and accessible for students working at all levels and stages of the curriculum across the school
- Ensure that the subject is delivered in line with statutory requirements and expected standards
- Ensure that the curriculum is creative, aspirational and engaging

Monitoring and assessment

- Quality assure data within the subject to ensure it is accurate, reliable and valid
- Analyse internal and external assessment data to track student progress and attainment
- Identify where students have learning gaps or are not making the expected progress, and make sure interventions target these
- Monitor the quality of teaching and learning across the subject, including quality assuring teacher's planning and carry out lesson observations and learning walks
- Moderate assessment to make sure teachers are making accurate judgements of students' progress within their subject
- Work with Curriculum Coordinators, Teachers and Practitioners to ensure that appropriate targets and milestones are set within projects

Professional development

- Provide training, practice and coaching to support staff to develop expertise in their subject across the school
- Attend relevant training courses and share new knowledge with colleagues
- Engage in the schools supervision and performance review processes
- Where appropriate support the supervisions and performance management of other colleagues
- Be outward looking, be curious about education review and research with a specific emphasis on their subject

Whole-school organisation, strategy and development

- Contribute to school improvement planning, including creating subject actions plans and evaluating the effectiveness of the subject
- Make a positive contribution to the wider life and ethos of the school

- Provide cover, in the unforeseen circumstance that another teacher is unable to teach
- Report on the effectiveness and development of their subject to internal and external stakeholders, including governors and regulatory bodies

Health, safety and wellbeing

- Promote the safety and wellbeing of students and colleague at all times
- Use our Relational Approach to support the needs of students and create an engaging and safe learning environment

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Communication

- Communicate effectively with students, parents, carers and all external stakeholders

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Network with relevant peers across the group to develop best and solution focused practice
- Establish and maintain effective, positive professional relationships with colleagues modelling effective team working and support

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Management of staff and resources

- Source, create and maintain appropriate resources, including schemes of work for their subject to be used across the school for students working at all stages
- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Deploy resources delegated to them

Lead Teachers are required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Lead Teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by senior leaders..

Person specification

Criteria	Qualities
Qualifications and experience	<p>Qualified teacher status</p> <p>Degree</p> <p>Recognised qualification in relevant subject area (degree or equivalent)</p> <p>Able to deliver specific subject up to GCSE level; beyond GCSE is desirable</p> <p>Experience of subject leadership is desirable</p> <p>Experience of delivering alternative and innovative curricula is preferential</p>
Skills and knowledge	<p>Knowledge of the National Curriculum and particularly that related to the relevant subject</p> <p>Understanding of high quality teaching and learning strategies in the subject, and the ability to model and coach others</p> <p>A good understanding of how children learn</p> <p>Understanding of SEND needs</p> <p>Ability to adapt teaching to meet students' needs</p> <p>Ability to build effective working relationships with students</p> <p>Knowledge of guidance and requirements around safeguarding children</p> <p>Knowledge of effective relational approaches</p> <p>Excellent IT skills, particularly using IT to support learning</p> <p>Process driven approach and proactive engagement with systems</p> <p>Effective communication and interpersonal skills</p> <p>A flexible approach</p> <p>Desirable: knowledge of effective CPD and programme self-assessment and development</p>
Personal qualities	<p>A commitment to getting the best outcomes for all students and promoting the ethos and values of the school & Spaghetti Bridge</p> <p>High expectations for students attainment and progress</p> <p>Ability to work under pressure and prioritise effectively</p> <p>Commitment to maintaining an inclusive and positive culture</p> <p>Commitment to maintaining confidentiality at all times</p> <p>Commitment to safeguarding and equality</p>

Notes:

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duties appropriate to the level of the role, as directed by the Headteacher and Senior Leadership Team and the post is likely to have to adapt over time to meet the changing needs of the school and our students.

Postholder's signature:

Date:
