Information Pack
Lead Practitioner (English)

Oasis Academy Silvertown

March 2019

Dear Applicant,

Thank you for your enquiry regarding the position of **Lead Practitioner (English)**, Oasis Academy Silvertown, London.

Oasis Academy Silvertown is a successful secondary academy in the Royal Docks area of East London. Oasis Silvertown received its first Ofsted Inspection in May 2017 and were delighted to be awarded "good" with *3 "outstanding" judgements for Leadership and Management, Personal Development, Behaviour, Welfare and Student Outcomes. We have an ambitious mission statement for all our students: Ready for University. Ready to Lead. Our mission is underpinned by our core values, which staff and students hold: Be proud, be professional, be nice, be independent, and be resilient.* We are seeking an exceptional leader with untiring dedication, positivity and initiative to assist in the further development and growth of our Academy.

This is an exciting opportunity to become part of a high performing team who are passionately committed to securing the best possible life chances for the young people of Silvertown. This role will require huge amounts of resilience, perseverance for the long haul and a constant drive for innovative excellence. However, this is also a role that will be incredibly rewarding and will offer exciting progression for the future.

If you would like to apply, please complete the Application Form (CVs are not accepted). Please ensure you provide the name, address and status of two referees, one of whom should be your current Line Manager. Candidates should be aware we will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview.

If you would like to know more about OAS, please see our website http://www.oasisacademysilvertown.org and twitter page.

If you are not clear about any aspect of the application procedure, do not hesitate to contact us for clarification.

Please be aware that the deadline for this role is **5.00pm on Monday 22 April 2019**. Completed forms should be returned to Anna DuCran, PA to Principal & Academy Leadership.

Interviews will take place during the week commencing **Monday 29 April 2019**.

Email: recruitment@oasissilvertown.org

Post: Anna DuCran
Oasis Academy Silvertown
Rymill Street
London E16 2TX

I wish you well and thank you once again for your interest in what we think will be a challenging and rewarding post.

Yours sincerely,



Johanna Thompson
Principal

Job Description

JOB TITLE: **Lead Practitioner (English)**

SALARY: **LP2 – LP6**

ACCOUNTABLE TO: **Deputy Principal – Teaching and Learning**

- The core purpose of the Lead Practitioner (English) will be to improve the quality of teaching and learning in English.
- The Lead Practitioner in English will support the Assistant Principal (Teaching and Learning) to develop teaching and learning in English.
- They will also form part of a wider team of Lead Practitioners supporting the development of teaching and learning across the Academy.

In order to promote and achieve the Academy's vision and purpose, the Lead Practitioner (English) should:

- Lead the English Department in collaboratively planning schemes of work, lesson resources including resources for homework e.g. Knowledge Organisers, Show My Homework etc.
- Meet all the requirements of a class teacher
- Maintain expert knowledge of teaching and learning and disseminate this to other teachers
- Maintain knowledge and understanding of the Academy's aims, priorities, targets, self-evaluation and action plans
- Understand and promote the benefits and effective use of ICT
- Understand and promote links between the subject and the wider curriculum
- Assist in planning the induction year for all NQT staff. In accordance with the Academy's policy document and the DFE regulations and the LA programme, arrange regular meetings with them and undertake classroom observation as appropriate
- Work with the LA Advisory service to support NQTs across the Academy
- Support with the planning of relevant CPD for trainees at the Academy
- Support and coach other staff to improve their practice

Lead Practitioner (English) will support staff teaching in the Academy to consistently and effectively plan lessons and sequences of lessons, to meet students' individual learning needs by:

- Disseminating examples of effective planning practice within the Academy
- Taking steps to ensure that teachers are aware of the inclusion needs of all pupils and groups and make provision for this in their planning
- Taking steps to ensure that feedback from lesson observation, work scrutiny and analysis of assessment data is appropriately reflected in teachers' planning
- Establishing strategic planning, including short, medium and long term plans for the development and resourcing of the subject

Lead Practitioner (English) will support staff teaching in the Academy to consistently and effectively use a range of appropriate strategies for teaching and classroom management:

- Taking steps to ensure teachers are clear about the teaching of objectives in lessons, understand the sequence of teaching and learning in the subject area and communicate this to students
- Observing colleagues' teaching (through subject monitoring and coaching) and providing evaluative feedback on the effectiveness of their teaching strategies to bring about further improvement
- Identifying and promoting innovative and effective strategies within the Academy to meet the needs of all students

Lead Practitioner (English) will support staff teaching in the Academy to consistently and effectively use information about prior attainment to set well-grounded expectations for students and monitor progress to give clear and constructive feedback by:

- Evaluating and interpreting relevant national, local and Academy data, research and inspection evidence to inform policies, expectations and teaching methods
- Monitoring and evaluating assessment data across the Academy to identify trends in student performance and issues for development
- Defining intervention strategies to address issues for development that are identified
- Evaluating and reporting on the effectiveness of intervention strategies used to address identified issues
- Using assessment data to make comparative evaluation of students' performance in the subject area

Lead Practitioner (English) will support staff teaching in the Academy such that, as a result of their teaching, their students achieve well in relation to prior attainment, making progress as good as 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 that agreed student progress target levels within the Academy are achieved or exceeded
- Encouraging students' motivation and enthusiasm in the Academy, developing positive responses to challenge and high expectations
- Monitoring the objectives and targets for students with SEN in English and promoting the importance of raising their achievement

Lead Practitioner (English) will take responsibility for their own professional development and use the outcomes to improve their teaching and students learning by:

- Maintaining 'leading edge' knowledge through reading, INSET and research to inform their own practice, demonstrating impact in teaching and on students' learning
- Assimilating and implementing new curriculum guidance to lead the process of change within the Academy
- Prioritising and managing their own time effectively, balancing the demands made by teaching, subject management and involvement in Academy's development

- Achieving their own challenging professional objectives

Lead Practitioner (English) will contribute to the policies and aspirations of the Academy's co-ordinating strategies to achieve relevant Academy improvement priorities that have been identified in the Academy by:

- Co-ordinating strategies to achieve relevant Academy improvement priorities
- Evaluating and reporting on the effectiveness of practice in the Academy annually, suggesting areas and issues for further improvement
- Leading and delivering professional development / INSET activities
- Building effective links with the local business and industry, in order to develop the Academy's network
- Building effective links with universities in order to develop the Academy.

Lead Practitioner ((English) will develop effective professionals who challenge and support all students to do their best by:

- Creating a climate, which enables staff to develop, challenge and support each other, resulting in positive growth
- Mentoring and coaching staff to develop confidence and maintain positive attitudes
- Communicating effectively with professional integrity within and beyond the Academy community
- Taking action to build and maintain effective teamwork with high expectations of outcomes

Safeguarding:

Oasis is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

OTHER: The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.
The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Signed:

Employee:		**Line Manager:**	
Print Name		**Print Name**	
Date		**Date**	

Person Specification

Our Purpose
Oasis Academies exist to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent People.

Oasis Ethos
Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all People are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each Academy community.

For further information, please refer to the Education Charter document which accompanies this job description.

	Essential	**Desirable**
Qualifications	• Qualified Teacher Status • First degree or 2:1 in related subject • Commitment to own continuing professional development	• Master's Degree
Vision and Values Alignment	• Commitment to the belief that all young people, regardless of starting point, need or complexity will become employed in a career with prospects • Wholehearted belief and commitment that A*-B grades are achievable by all students with the correct culture, curriculum and intervention • Wholehearted belief that ability or intellect is not fixed, but incremental, and can always be improved	

	Essential	Desirable
Vision and Values Alignment	• Common shared understanding that the following core values are crucial to the success of a student: o Be Proud o Be Professional o Be Nice o Be Independent o Be Resilient	
Experience, Skills & Knowledge	• Evidence of teaching outstanding lessons over time • Evidence of significantly improving teaching and learning and examination results at Key Stage 3 and 4. • Evidence of raising standards over a 3 year period. Including evidence of raising levels of progress from Key Stage 2-4 • Evidence of managing challenging behaviour successfully and implementing strategies to ensure a consistent approach to behaviour management is taken throughout a faculty • Experience of successful team leadership and team membership • Evidence of the ability, ambition and experience to develop and maintain a clear and vibrant vision for a curriculum area • Experience of successfully contributing to aspects of whole school life	• Evidence of leading a department and having significant impact on the quality of teaching and learning and attainment and achievement. • Evidence of efficient use of resources and financial management • Prior experience in subject leadership • Use of target setting, monitoring and evaluation to raise standards • Knowledge of current educational issues • Knowledge of strategies for raising attainment

	Essential	Desirable
Personal Qualities	• Drive, ambition and shared common moral purpose • Total commitment to the vision and values of the academy • Self-starter and self-motivated to lead and implement proactively areas of the academy development in line with the strategic development plan • Excellent people management skills and ability to motivate, support and challenge staff as appropriate • Excellent oral and written communication skills • Ability to be flexible and willingness to take on innovations and leadership positions out of the subject area • Ability to organize workload, priorities, meet deadlines and follow tasks to successful conclusion • Ability to set and meet ambitious, challenging goals and targets • Ability to delegate tasks effectively and monitor their implementation appropriately • Ability to manage students firmly, fairly and effectively • Commitment to safeguarding and promoting the welfare of children and young People • Willingness to undergo appropriate checks, including enhanced DBS checks • Motivation to work with children and young People • Ability to form and maintain appropriate relationships and Personal boundaries with children and young People	• Ability to anticipate problems and solve them creatively • Ability to review progress, procedures and policies to develop areas of which there is individual or shared responsibility

Personal Qualities	• Emotional resilience in working with challenging behaviors and attitudes to use of authority and maintaining discipline • Have a willingness to demonstrate commitment to the values and behaviors which flow from the Oasis ethos.	
Other	• Excellent Personal presentation • Optimism and ambition	