

<b>Job Title</b>	<b>Lead Practitioner (Teaching &amp; Learning)</b>
<b>Reporting To</b>	SLT link responsible for Teaching & Learning
<b>Salary</b>	Lead Practitioner Pay Scale - Point 6-10

<b>Responsible For</b>
<ul style="list-style-type: none"> <li>• To provide pedagogical leadership within the academy.</li> <li>• To provide excellent leadership and high-quality management of learning, enabling the academy to realise its strategic intentions as determined by the trustees and Headteacher.</li> <li>• To support the Headteacher in securing the improvement and success of the academy.</li> </ul>

<b>Accountabilities</b>
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<p><b>Working with other teachers on classroom organisation and teaching methods/providing model lessons</b></p> <ul style="list-style-type: none"> <li>• Leading continuing professional development activities;</li> <li>• Modelling lessons to other teachers including making videos of model lessons;</li> <li>• Acting as a consultant to teams and helping developing strategies for students experiencing difficulties;</li> <li>• Supporting the delivery of cross-curricular initiative within the academy</li> </ul> <p><b>Disseminating best practice based on educational research</b></p> <ul style="list-style-type: none"> <li>• Conducting quality assurance activities to inform our development priorities.</li> <li>• Developing a culture of evidence-informed practice across the academy</li> <li>• Identifying educational research to enhance existing practices;</li> <li>• Acting as a link with other schools and agencies in implementing strategies for dealing with challenging behaviour and promoting inclusion;</li> <li>• Helping to co-ordinate, support and carry out the assessment and analysis of results and developing action planning to improve the quality of teaching and learning;</li> <li>• Helping to co-ordinate and carry out the assessment and analysis for targeting underachievement and reducing disaffection.</li> </ul> <p><b>Producing high quality teaching materials</b></p> <ul style="list-style-type: none"> <li>• Contribute to curriculum development and evaluation across the academy</li> <li>• Working with others to help update/develop schemes of learning and supporting their introduction;</li> <li>• Leading the introduction of new technologies, such as blended learning.</li> <li>• Developing resource packs to support existing teaching.</li> </ul> <p><b>Advising on professional development</b></p> <ul style="list-style-type: none"> <li>• Designing and delivering professional development activities;</li> <li>• Leading and participating in the planning and delivery of focused in-service training days;</li> <li>• Identifying, planning and evaluating CPD activities needed to support the academy's processes for improving teaching and learning.</li> </ul> <p><b>Participating in the performance appraisal of other teachers</b></p> <ul style="list-style-type: none"> <li>• Contributing to the development and introduction of the academy's performance development policy;</li> <li>• Undertaking observations and providing feedback as required.</li> <li>• Supporting teachers and teams in developing identified areas of their teaching practice</li> <li>• Providing support and constructive challenge to address areas of ineffective practice</li> </ul> <p><b>Helping teachers experiencing difficulties</b></p> <ul style="list-style-type: none"> <li>• Observing and feeding back on the teaching of colleagues experiencing difficulties;</li> <li>• Providing a structured programme of advice and support.</li> </ul>
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### **Mentoring Early Careers Teachers (ECTs)**

- Mentoring and coaching early career teachers as well as experienced staff across curriculum areas

### **Initial teacher training**

- Contributing to the assessment of students' teaching practice;
- Participating in the training of teachers within teacher training institutions;
- Acting as mentor to trainee teachers

### **Role as a member of the academy's wider leadership team**

- Treat people fairly, equitably and with dignity and respect to create and develop a positive academy culture of personal responsibility and the celebration of excellence.
- Take a lead role in developing and implementing a number of whole school improvement areas as directed.
- Lead and inspire others to make an impact on the educational progress of all students.
- Act as a role model to promote the academy's ethos and vision both within academy and to our wider community.
- Motivate and work with others to create a shared, high-expectation culture and positive climate.
- Encourage creativity and innovation to help raise standards across the academy.
- Help ensure that all students have equality of opportunity and can work to their optimum.
- Lead, develop and enhance the teaching practice of others.
- Help to ensure that learning is at the centre of strategic planning and resource management.
- Establish creative, responsive and effective approaches to learning and teaching in all areas of the curriculum.
- Monitor, evaluate and review classroom practice and promote improvement strategies.
- Challenge underperformance and ensure effective corrective action and follow-up.
- Build capacity amongst staff to deliver and sustain high quality outcomes.
- Play a significant part in ensuring that staff CPD needs are both identified and supported.
- Coach and support the development of leadership and management skills in others.
- Develop and lead INSET linked to improving the quality of teaching and learning.
- Support effective planning, allocation, development and evaluation of work undertaken by teams and individuals
- Ensure clear delegation of tasks and devolution of responsibilities.
- Develop and maintain a culture of high expectations for self and for others.
- Regularly review own practice, set personal targets and take responsibility for own personal development.
- Identify areas of underperformance and/or further development and ensure that colleagues are supported and challenged appropriately.
- Contribute to the monitoring and evaluation cycle including leading on internal academy reviews.
- Contribute to the relevant sections of academy self-evaluation and improvement planning.
- Report to the headteacher, AHT T&L and trustees and attend trustee meetings and various committees as directed/required.
- Create and maintain an effective partnership and good communication with parents and carers to support and improve students' achievement and personal development.
- Develop communication regarding teaching and learning both within the academy and the wider community.

### **Personal and Professional Standards**

- The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment
- Support the aims and ethos of the academy as defined in the prospectus
- To set a good example in terms of professional dress and appearance, punctuality and attendance
- Take responsibility for personal development making full use of the academy's professional development opportunities and training
- To attend team and staff meetings as appropriate, contributing actively whenever possible
- To provide courteous, prompt and polite service to all members of the academy's community including parents, students, all staff and visitors
- To actively contribute to the academy's mission statement by forming positive relationships within the academy community and working collaboratively and in good humour with other colleagues as appropriate or when directed

- Be aware and comply with all relevant policies and procedures within the academy, particularly those relating to child protection, equality, health and safety, bullying and behaviour and confidentiality. It is the duty of all colleagues to report breaches of academy policies or procedures to the Headteacher

### General Requirements

All academy staff are expected to:

- Work towards and support the academy vision and the current academy objectives outlined in the School Improvement Plan.
- Attend academy events and activities as required by the Headteacher.
- Represent the academy at external meetings and other events as required.
- Contribute to the academy's programme of extra-curricular activities.
- Support and contribute to the academy's responsibility for safeguarding students.
- Work within the academy's health and safety policy to ensure a safe working environment for staff, students and visitors
- Promote equality and opportunity for all students and staff, both current and prospective
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.
- Engage actively in the Appraisal process
- Adhere to policies as set out in the Academy's Staff Handbook
- Undertake other reasonable duties related to the job purpose required from time to time.

Where such duties amount to more than a temporary adjustment to the main responsibilities of this job description, these should be amended accordingly. The job description will, in any case, be subject to periodic amendment including at the time of the review if it reveals significant changes in the post holder's role within the academy.

The Misbourne is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

The post holder is deemed to be in a position of trust; maintenance of satisfactory DBS and DFE clearance is essential.

<b><u>Headteacher:</u></b>	<b><u>Post Holder</u></b>
Signature:	Signature:
Name:	Name:
Date:	Date:

## Person Specification – Lead Practitioner

### Evidence Key

A = Application

I = Interview

T = Task

R = Reference

Criteria	Essential / Desirable	Evidenced by A,I,T
<b>Qualifications</b>		
Educated to degree standard in designated subject and Qualified Teacher Status	E	A
Evidence of continued professional development	E	A, I
Successful participation in an NPQLT or NPQLTD programme, or a willingness to undertake one of these programmes from September 2023	E	A
<b>Experience</b>		
At least five years' teaching experience across the age and ability range.	E	A
Excellent classroom teacher with a proven track record.	E	A, I, R
Experience of leading teaching and learning within a curriculum team.	E	A, I, R
Successfully supported the development of teachers through line management, mentoring or coaching.	E	A, I, R
Contributed to the development and/or delivery of CPD at a whole-school level.	E	A
Excellent knowledge of the National Curriculum in your subject and current educational issues and initiatives	E	A, I
Experience in whole school issues	E	A, I
<b>Professional Knowledge, Abilities &amp; Skills</b>		
A proven commitment to your own professional learning and a desire to read widely and engage with the teaching, learning and curriculum community to further develop your expertise.	E	A, I
The ability to inspire and motivate others – both staff and students.	E	I, R
Outstanding presentation and communication skills.	E	I
The ability to think and act strategically.	E	A, I, R
Highly tuned ability to analyse and use information to drive school improvement.	E	A, I
Excellent problem solving.	E	I
Clear vision for raising standards.	E	A, I
To lead by example and provide support and challenge to others.	E	A, I
An excellent understanding of strategies used to improve standards of teaching and learning and the role assessment plays in its development	E	A, I
Well-developed sense of school advocacy.	E	I
Ability to teach English, Science or History to KS4 would be advantageous but not essential	D	A

<b>Personal Qualities</b>		
A passion for helping young people develop and learn.	E	A, I
Integrity in relation to their own and the school's practice.	E	A, I
Decisive, consistent and focused on solutions.	E	I
Dedication to school improvement.	E	I, R
A positive, professional role model for staff and students.	E	A, I, R
Someone with high expectations of themselves and others.	E	A, I, R
An ability to complete tasks to a high standard.	E	A, R
Enthusiastic and hard-working.	E	I, R
Resilience and perseverance.	E	I, R
Reflective and self-evaluative – individually and within the context of a team.	E	A, I, R
Energy, drive and a sense of purpose.	E	A, I
Flexible and adaptable to suit the school's needs.	E	A, I, R
Creative and innovative.	E	A, I
A good communicator.	E	I