

Job Description: Lead Practitioner

Reporting To:

Deputy Headteacher

Job Purpose:

The core purpose of the post is to lead in the improvement of teaching and learning of the Faculty and the academic success of all students, ensuring the highest standards of teaching, learning and achievement and leading in the monitoring, evaluation and review of standards and provision in the subject area.

This includes working collaboratively with the senior leadership team and Head of Faculty in:

- To develop and improve the practice of teachers so that teaching is consistently good to outstanding
- To observe, coach and support teachers and provide high quality, diagnostic feedback that enables rapid improvement
- To analyse and deconstruct the teaching and provide strategies that will impact on the areas for improvement
- To lead on teaching and learning strategies across the school
- To motivate and inspire teachers to want to be outstanding
- To plan and lead inset to all staff in line with the requirements of the school
- To evaluate and measure the impact of the inset and provide follow up sessions that is informed by the evaluation
- To support and participate in the work of the Every Child Every Day Trust
- Effectively leading and managing staff and deploying resources efficiently and effectively to ensure demonstrable impact
- Monitoring and evaluating the impact of school improvement

Leadership and Management

- Having high expectations, demanding ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on student outcomes
- Consistently improving outcomes for all students, especially disadvantaged students, through perceptive leadership and through a relentless drive for ambition
- Leading by example, with integrity, creativity, resilience and clarity, drawing on their own learning, expertise and skills and that of those around them
- Upholding the values and ethos of the school;
- Having a deep and accurate understanding of the school's effectiveness and use this to continue to improve the school, focusing on evaluating the impact of actions, and through a reflective approach to leadership
- Producing and implementing clear, evidence based improvement plans to move the school forward, and evaluating impact of actions
- Holding all staff to account for their professional conduct and practice
- Embedding ambition and drive improvement, specifically with line managed faculties/teams and across areas of responsibility specified by the Headteacher
- Working collaboratively and leading on specific trust initiatives and work streams

Personal Specification

Qualifications and Experience	Essential or Desirable	Evidence Source
Qualified Teacher Status	Essential	A
Further professional qualification (Eg. NPQML/NPQSL)	Desirable	A
Enthusiasm for English, and the ability to communicate this enthusiasm to students	Essential	A, I
Experience in the delivery GCSE English	Essential	A, I
Experience in teaching classes with children of all needs including SEND, PPG, EAL and More able	Essential	A, I
Experience in developing and improving colleagues' teaching and learning practices	Essential	A, I
Knowledge, skills and abilities	Essential or Desirable	Evidence Source
Good academic knowledge and understanding of English	Essential	A, R, I
Good pedagogical knowledge and understanding of English, particularly in relation to progress and student outcomes in English	Essential	A, R, I
Have high expectations of young people including a commitment to ensuring that they can achieve their full potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them	Essential	A, I
Good behaviour management skills	Essential	A, R, I
Effective planning and organisational skills	Essential	A, R, I
Effective written and spoken communication skills	Essential	A
An understanding of safeguarding requirements and a commitment to the prevention and protection of young people in your care.	Essential	A, R, I
Personal Qualities	Essential or Desirable	Evidence Source
Awareness of data protection, security and confidentiality and safeguarding	Essential	A, R
An effective team worker	Essential	A, R, I
Professionalism and takes pride in their work	Essential	A, R, I
Resilience	Essential	A, R
A 'can do' attitude that embraces change and is solution focused	Essential	A, R, I
A proactive practitioner who is a self starter	Essential	A, R
A reflective practitioner always seeking to improve performance	Essential	A, R, I
Commitment to outstanding inclusive comprehensive education	Essential	A, R, I
A willingness to offer extra-curricular activities	Essential	A, I
Preparedness to undertake relevant CPD to enhance teaching	Essential	A, I

* Method of Assessment: A = Application Form; I = Interview; R = Reference

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.

Signed: _____

Dated: _____