

Lead Teacher

Role Purpose:

To lead the development of high-quality subject teaching across the department by sharing effective pedagogical practices, supporting professional growth through coaching and collaboration, and encouraging a culture of continuous improvement. The role will work closely with the Head of Department and SLT link to enhance teaching standards, build staff capacity, and embed self-evaluation practices that drive excellence in learning and teaching.

Key Responsibilities:

- To model the highest level of teaching and learning in your own classroom and then support and lead the improvement of others.
- Accelerate improvement and raise standards in the subject area.
- Support in planning and teaching high quality lessons, improving outcomes, whilst ensuring students engage in extra-curricular activities.
- Analyse performance data to ensure that students are appropriately supported to achieve their best possible outcomes.

Strategic Leadership

- To provide pedagogical leadership in the faculty and across the academy.
- To play a key part in raising teaching and learning standards through the quality of your own teaching, and by supporting the professional development of colleagues.
- To facilitate systematic reviews of subject provision
- To support the Head of Department to improve the quality, equity and effectiveness of schemes of work, improvement and intervention strategies, policies and procedure
- To liaise and work collaboratively with colleagues across the Trust to deliver strategic priorities
- To liaise and work collaboratively with local feeder primary schools to deliver strategic priorities.
- To work closely with the Head of Department to promote student engagement in extra-curricular and enrichment opportunities, while also supporting departmental audits and the development of action plans to enhance teaching and learning outcomes.
- Work very closely with the Head of Department, Senior members of staff and members of the central Trust team.
- Take a pro-active role in the identification, development, organisation and distribution of appropriately stimulating and engaging resources for delivering the KS3 and KS4 subject curriculum.
- Lead the collection, analysis, and dissemination of accurate and timely data to support departmental staff in using class profiles to identify individual learning needs, monitor student progress, and enable the Head of Department and SLT link to evaluate group performance against set targets.
- Identifying and sharing good practice both within the Academy and across the local area and encouraging reflection and self-evaluation within the Academy in a proactive effort to raise standards and increase the engagement of students with learning in this subject area.

Operational

- Take an active part in academy meetings helping to plan and develop the academy's mission statement and policies.
- Develop and improve pedagogy within the team and across the Academy.
- To participate in subject reviews and development days, as appropriate
- Collaborate with other subject Lead Teachers to share best practices, align cross-curricular strategies, and contribute to whole-Academy improvement initiatives.
- Take a lead role in the design, delivery and implementation of performance management activities, formulating criteria for good practice in procedures.
- Under the direction of the SLT, work to support priorities identified in the Academy Improvement Plan.
- Engage in curriculum development by identifying educational research and applying it to enhance existing practices, and use assessment and analysis of results to identify targeted areas for action planning.
- Recognising the importance of maintaining an environment in the classroom that is conducive to effective learning and to work with staff in the department to develop this positive ethos.
- Assist in the development and use of ICT within the Academy.
- Use Management time effectively for these purposes. A reasonable proportion of timetabled time will be designated as Management time and it will be allocated in blocks of no less than 50 minutes.
- Spend 20% of time allocated to T&L improvement work to be carried out either within own team or other subject teams across the academy.

Culture

- Responsible for contributing to and leading on the development of E-ACT's culture where we value thinking big, doing the right thing and team spirit and our students are at the heart of our decision making.
- Responsible for the Health and Safety, security and welfare of self and colleagues in accordance with E-ACT's policies and procedures, reporting all concerns to an appropriate person.
- Responsible for working in accordance with E-ACT's policy
- Undertake any other duties appropriate to the grade of the post as requested by your Line Manager

E-ACT is committed to safeguarding and promoting the welfare of its students and expects all employees and volunteers to share in this commitment.

PERSON SPECIFICATION

Whether you are a 3 year old in nursery learning to explore the world around you, an 18 year old preparing to go to university, a new teacher understanding the demands of the job, a Head Teacher leading the learning in your academy, a member of the regional team ensuring efficient and effective operations or a trustee scrutinising and challenging the CEO, we want every single person within E-ACT to be driven by three core values:

- We want everyone to **think big** for yourselves and for the world around you;
- We want everyone to **do the right thing** in everything you do, even when this means doing something that's hard, not popular or takes a lot of time;
- We want everyone to show strong **team spirit**, always supporting and driving your team forward

We really believe that if we all do the right thing, support our teams and we all think big, believe big, act big, then the results will be big too!

This means that if you want to be part of E-ACT, you need to be able to embrace and embody these values in all that you do.

OUR VALUES

Thinking Big	<ul style="list-style-type: none"> • Show energy, enthusiasm and passion for what you do • Demand the highest quality in all that you do, and in the work of your team • Willing to champion new ideas and think beyond the status quo • Show an ability to think creatively and 'outside of the box' in your area of expertise, continually seeking improvements in what you do to make the organisation better • Be open to new ideas and change where it will have a positive impact on the organisation • Show a willingness to embrace different ideas and ways of thinking to improve E-ACT • Ability to 'look outside' – to continually learn about innovations in your field, new ways of doing things, and bring that learning into your work • Commitment to self-development, and developing your wider Team • Ability to self-reflect on yourself, your performance, and to think about how this could be improved further • Ability to encourage ideas from others in order to improve the organisation and build your team's confidence
Doing the Right Thing	<ul style="list-style-type: none"> • Have integrity and honesty in all that you do • Make decisions that are based on doing the right thing, even when this means that they're unpopular or will lead to more work • Take responsibility and ownership for your area of work • Have difficult conversations or deliver difficult messages if that's what's required to do the right thing by our pupils • Be transparent and open

	<ul style="list-style-type: none"> • Be resilient and trustworthy • Stand firm and stay true to our mission
Showing Team Spirit	<ul style="list-style-type: none"> • Understand how you can have a greater impact as a team than you can as an individual • Understand how you are part of your immediate team but also a much wider organisational team, in working towards our mission • Recognise that everyone is important within E-ACT, and show an ability to build strong working relationships at every level • Recognise and celebrate the success and achievements, no matter how small, of your colleagues • Be generous with sharing your knowledge to help to develop others • Understand and be willing to receive suggestions and input on your area of work from others • Support your colleagues, even when this means staying a little later, or re-prioritising some of your work • Be aware of other peoples' needs and show an ability to offer genuine support • Show an awareness and respect for peoples' differences, and recognise how different characteristics and personal strengths build dynamic and great teams

KNOWLEDGE, EXPERIENCE & SKILLS

Requirement

E – Essential

D – Desirable

Assessed at

A – Application Stage

I – Interview Stage

P – During the probationary period

		E	D	A	I	P
Organisational Fit	Thinking Big	X		X	X	X
	Doing the Right Thing	X		X	X	X
	Showing Team Spirit	X		X	X	X
Knowledge	Qualified teacher status or recognised equivalent	X		X	X	
	Degree in related subject specialism	X		X	X	
	Evidence of continuous professional development	X		X	X	X
	Excellent understanding of the assessment processes at KS3 and KS4 and how to use these to support planning and raise student achievement.	X		X	X	X
	Excellent knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged.	X		X	X	
	Knowledge of National Curriculum requirements	X		X	X	X
	Excellent knowledge of a wide range of software for with interactive technologies and the application of these to engage and interest students.	X		X	X	X
	Knowledge of current education legislation, Ofsted framework and best practice	X		X	X	X
Experience	Proven track record of ‘outstanding’ teaching	X		X	X	X
	Proven success of improving student outcomes within a school	X		X	X	X
	Teaching experience within the age range	X		X	X	X
	Experience in leading curriculum development and staff training	X		X	X	X
	Involvement in school self-evaluation and development planning					
	Experience of robust self-evaluation and development planning linked to this.	X		X	X	X
	Experience in cross school or Trust wide collaboration		X	X	X	X
	Experience of coaching other staff so that their classroom practice develops.	X		X	X	X
Skills	Ability to lead a team creating a positive working environment	X		X	X	X

	Understanding of high quality teaching and the ability to model this for others and support others to improve	X		X	X	X
	Ability to work strategically and to seek and implement creative solutions	X		X	X	X
	Excellent leadership skills and the ability to inspire and challenge colleagues, peers and teams	X		X	X	X
	Ability to manage the performance of a diverse range of staff	X		X	X	X
	Highly effective organisational skills	X		X	X	X
	Ability to prioritise effectively and meet deadlines during times of pressure	X		X	X	X
	Ability to communicate effectively with a wide range of stakeholders using a variety of methods and media	X		X	X	X
	Ability to develop a number of curriculum areas relevant to the age and ability of the groups	X		X	X	X
	Ability to assess and record the progress of students' learning	X		X	X	X
	Ability to use/analyse assessment data systems to raise standards	X		X	X	X
	Ability to promote a positive ethos and attributes	X		X	X	X
	Ability to create a stimulating and safe learning environment	X		X	X	X