

Job Description: Lead Practitioner

Job Purpose

Assist in raising the quality of teaching skills through modelling high-quality teaching, and providing coaching and training. Contribute to Trust-wide subject development.

Grade: Leadership Pay Range 3 to 7

Base: Consett Academy/Wellfield School/North Durham Academy

Responsible to: Head of Department

Main Responsibilities

Strategy and improvement

Provide leadership and direction to students, staff, parents/carers and the wider community, promoting excellent, equality and high aspirations.

Regularly attend the Trust-wide Math leadership network, contributing to cross-Trust curriculum development and design.

Work with the Head of Department to deliver the vision for the subject and implement strategies to improve student attainment.

Develop and sustain high quality teaching and learning across the department.

Prepare and deliver training courses across the school to improve teachers' practice.

Support with teachers' professional development and appraisal through carrying out lesson observations, providing feedback and implementing strategies to improve practice.

Provide mentoring/coaching to individual teachers in need of 1-to-1 support to improve their practice.

Teaching and curriculum excellence

Model consistently high-quality teaching and be able to demonstrate excellent practice to others.

Ensure that students are set challenging targets and they are subject to regular monitoring, review and evaluation.

Use data to identify individuals or groups that need further teaching support and develop and implement strategies to raise the quality of teaching.

Use data to identify individuals or groups of pupils that need targeted support, and develop and implement strategies to raise achievement.

Measure and assess the impact of interventions to raise achievement for pupils and the quality of teaching.

Produce high-quality teaching materials that support excellent practice

Support with self-evaluation and school improvement planning across the department

Leading with impact

Lead by example in displaying those qualities expected of outstanding leaders/teachers with regard to subject knowledge, teaching skills, assessment, behaviour management and tutoring.

Line manage staff as required, ensuring individual staff accountabilities are clearly defined, understood and agreed. Implement successful performance management processes and continuing professional development programmes for all staff.

Take a lead role in the development of other teaching staff and will welcome and support students and early careers teachers into their learning environment.

Use systems to analyse data from monitoring and evaluation, and use insights to inform strategies and plans for teacher development.

Act as a positive role model for students, promoting appropriate behaviour for learning and encouraging good practice with regard to punctuality, attendance, dress, standards of work.

Managing resources and risks

Be keenly aware of the responsibility for safeguarding children and alert pastoral and other staff to problems arising with individual students.

Operate at all times within the statutory framework for professional duties of teachers, and the policies and procedures of the Trust.

Take reasonable care of own health and safety and that of others and informing relevant staff of any concerns.

Increasing capability

Consistently demonstrate the positive attitudes, values and behaviour which are expected within the academy community based on mutual respect between students and staff.

Take responsibility for improving your teaching through appropriate professional development, responding to advice and feedback from colleagues. Actively engage in the appraisal process.

Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support

Notwithstanding the detail in this job description, the jobholder will undertake such work as may be determined by the Headteacher from time to time, up to or at a level consistent with the main responsibilities of the job

Person Specification:

Criteria	Essential	Desirable	Method of Assessment
Qualifications and training	<p>Qualified Teacher Status</p> <p>Degree or equivalent in subject specialism</p> <p>Recent (in the last 2 years) relevant CPD</p>	<p>Honours degree in subject specialism</p> <p>Further subject-based professional development</p>	Application form/Interview
Experience	<p>Recent extensive experience of teaching at secondary level across the ability range.</p> <p>Record of excellent results and success in improving progress across KS3 & KS4</p> <p>Demonstrable track record of supporting other teachers to improve their professional practice</p> <p>Experience of delivering high-quality CPD</p>	<p>Experience of teaching/leading at more than one school</p> <p>Recent experience of teaching at KS5</p> <p>Experience of coaching/mentoring teachers</p>	Application form, References
Professional Skills & Knowledge	<p>Role-model classroom practitioner with a track record of delivering outstanding teaching and positive impact on student progress</p> <p>Demonstrable evidence of the effective use of data as a means both to measure and to extend learning and progress</p> <p>Maintains appropriate professional boundaries with students and parents</p>	<p>Good understanding of new and current exam specifications and curriculum developments across all relevant phases of education</p>	Application form, Interview/Assessment, References

	<p>Ability to plan exciting and engaging lessons that apply real world skills to creative projects with clear objectives to ensure progress for all students</p> <p>Excellent written and communication skills</p> <p>Understands and acts on responsibility for the safeguarding and welfare of students</p>		
Personal attributes	<p>Drive and determination to achieve outstanding results for students by maximising their progress & attainment</p> <p>A positive role model of professional practice and conduct to others</p> <p>A high level of personal effectiveness including good organisational, planning and prioritisation skills and ability to meet deadlines</p> <p>Ability to work effectively as part of a team and collaboratively across the Trust</p> <p>Punctual and reliable and personal resilience including ability to work effectively under pressure and responding positively to change</p> <p>Suitability to work with children</p> <p>Ability to drive between Trust sites or access to mobility support</p>		<p>Application form, Interview/Assessment, References</p>