

JOB DESCRIPTION

| Role Title | Department | Reports to |
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| Lead Practitioner | Teaching & Learning | Deputy Headteacher (Teaching & Learning)/Headteacher |

PURPOSE

To support and enhance the quality of Teaching and Learning across the school, the Lead Practitioner will work in close collaboration with the Deputy Headteacher. The post-holder will take on a key role in leading subject-specific pedagogy in their own departments, providing expert guidance, mentoring colleagues, and modelling exemplary teaching practices. Through active involvement in the evaluation of Teaching and Learning outcomes and leading Continuous Professional Development (CPD), the Lead Practitioner will contribute to creating an environment of continuous improvement for both staff and students.

This role aims to secure:

- **High-Quality, Personalised Teaching and Learning:** Ensure that all teaching practices are tailored to meet the individual learning needs of students, creating an engaging and supportive classroom environment that promotes success for all.
- **Excellent Student Outcomes:** Support staff in delivering high-impact teaching strategies that directly improve student performance and lead to outstanding academic achievement.
- **High-Quality CPD for Teaching Staff:** Lead and deliver targeted professional development opportunities for teachers, ensuring that staff are equipped with the skills and knowledge to enhance their teaching practices.

PRINCIPAL ACCOUNTABILITIES

- Lead the development of high-quality Teaching and Learning strategies across departments, ensuring consistency and innovation across departments.
- Lead on subject-specific pedagogy in your own department, modelling outstanding teaching and setting a high standard for others to follow.
- Ensure that subject teaching aligns with the broader school strategy and supports excellent student progress.
- Develop and implement policies and practices for Teaching & Learning which reflect our school's commitment to consistency, challenge and inspirational lessons.
- Use current educational research to introduce and sustain evidence-based practices that can enhance outcomes.
- Act as a coach and mentor for both new and experienced staff, modelling outstanding teaching practices and providing feedback to enhance pedagogy.
- Support teachers in refining their pedagogy through collaborative planning, observation and feedback.
- Play an active role in the development of whole-school initiatives aimed at improving student engagement and achievement.

- Use school data and current research to inform and adapt teaching strategies, ensuring that all initiatives lead to measurable improvements in student outcomes. Track progress across the school, monitoring the impact of CPD and pedagogical developments.
- Work closely with the Deputy Headteacher, and other leaders within the Academy, to conduct regular reviews of Teaching and Learning across the school.
- Play an active role in internal evaluation processes, identifying areas of development for staff and supporting their professional journey.
- Work closely with department heads and senior leadership to identify areas for improvement and implement targeted interventions.
- Plan, design and deliver professional development sessions and workshops, ensuring that all staff have access to high-quality, relevant training.
- Promote a culture of lifelong professional learning within the Academy.
- Act as a mentor to support colleagues with development of their own Teaching and Learning, where required.

Teaching Responsibilities/Expectations

- Will have a secure knowledge and understanding of the subject they are trained to teach, a knowledge and understanding at a standard equivalent to degree level.
- Meet the core standards for teachers outlined in the Teachers Standards, Code of Conduct and Denbigh Alliance Teaching and Learning Code.
- Teach students based on curriculum guidelines within the required subject area(s).
- Assist in the development of appropriate schemes of work and resources.
- Contribute to the School/Faculty development plan and its implementation.
- Contribute to the ethos of the Trust and individual School and uphold it on a day to day basis.
- Make appropriate use of a range of monitoring and assessment strategies to evaluate students' progress towards planned learning objectives and use this information to improve their own planning and teaching.
- Ensure the highest standards of quality and apply the most up to date teaching methods.
- Engage actively in the Trust's performance appraisal process.
- Ensure the effective/efficient deployment of classroom support.
- Implement the Trusts assessment and marking policy, meeting deadlines as required.
- Track student data and progress and use this information to inform teaching and learning.
- Communicate effectively, professionally and regularly with parents.
- Set high expectations for students' behaviour and establish a clear framework for classroom discipline to anticipate and manage students' behaviour constructively, and promote self control and independence, applying the Behaviour Management policy consistently.
- Use ICT effectively in teaching and learning.
- Attend Open Evenings, Tutor consultations and parents evening as directed.
- Encourage student participation in lessons and other School related activities.
- Attend and participate in meetings to support the effective running and administration of the School.

Pastoral System

- Act as a Tutor to an assigned group of students, monitoring the progress of each student and highlighting issues to parents and other members of staff where necessary.
- Register students, accompany them to assemblies, encourage full attendance and participation in all aspects of School life.
- Contribute to PSHE programme and ensure lessons are planned as appropriate.

- Collaborate with parents, carers, guardians, support workers and other professionals to safeguard and ensure the educational welfare of statemented students who may have special educational needs.
- Provide educational and social guidance to students and/or signpost them to specialist areas of advice when needed.

Other duties

- Play a full part in the life of the School community, supporting its ethos and encouraging other staff and students to follow this example.
- Be aware of, and comply with, policies and procedures relating to child protection, health and safety and security and confidentiality, reporting all concerns to an appropriate person.
- Comply with the School visits and trips policy, completing all relevant documentation.
- Undertake any other reasonable duties as specified by the STPCD or Headteacher/Executive Headteacher.

PERSON SPECIFICATION

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| Qualifications/Education/ Training | <ul style="list-style-type: none"> • Qualified to degree level with full QTS (E) • Evidence of relevant further education and professional development (D) |
| Knowledge/Experience | <ul style="list-style-type: none"> • Accurate and up to date knowledge of issues in teaching and learning including learning styles, assessment for learning and examination specifications in a chosen subject (E) • ICT literate (E) • An ability to use data to understand target setting and track student progress/apply appropriate intervention (E) • Excellent communication and inter personal skills (E) • Ability to plan, prioritise, delegate, organise self and work with others in a team (E) • A reflective practitioner (E) • Keen to develop 21st century learning platforms within the subject (D) |
| Technical/Business Skills/Ability | <ul style="list-style-type: none"> • Knowledge of SIMS management systems (E) |
| Particular Aptitude/Personal Skills Required | <ul style="list-style-type: none"> • Excellent attendance and punctuality (E) • Enthusiasm, personal dynamism and determination (E) • Ability to manage the often conflicting demands of teaching (E) • Ability to be creative and innovative (E) • Commitment to professional standards, quality and continuous improvement (E) • An excellent classroom practitioner (E) • Commitment to upholding the School's Safeguarding and keeping children safe policies (E) • Adhere to Teachers' Standards (England) at all times (E) |

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

I hereby confirm that I have received a copy of the above job description

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