

Diamond Learning Partnership Trust
Job description: Lead Practitioner, King James Academy
Range L5-L9

Role Purpose

The Lead Practitioner (English) will provide outstanding pedagogical leadership within the English department and across the academy. The post-holder will model consistently exceptional classroom practice, lead evidence-informed professional development, and secure measurable improvements in teaching quality and pupil outcomes.

The Lead Practitioner will work in close collaboration with the Head of Department and Senior Leaders to develop a strong culture of professional learning, reflective practice, and high expectations, ensuring that all English teachers are supported and challenged to meet and exceed the Teachers' Standards.

Key Responsibilities

Pedagogical Leadership and Impact

- Act as a leading authority on high-quality English teaching, modelling exemplary practice which is open to observation, professional dialogue and scrutiny.
- Secure sustained improvements in teaching and learning across the English department through coaching, modelling, team teaching and structured professional development.
- Take responsibility for identifying strengths and development needs within teaching practice and implementing targeted support to address these.
- Use evidence from lesson visits, pupil work, assessment outcomes and professional dialogue to evaluate the impact of pedagogical strategies and CPD.

Professional Development and Coaching

- Design, lead and evaluate high-impact CPD in English, ensuring alignment with academy priorities, research-informed practice and national expectations.
- Provide expert instructional coaching and mentoring to teachers at all career stages, including ECTs and experienced practitioners.
- Develop the department's capacity to engage in self-evaluation, reflective practice and continuous improvement through structured professional learning.
- Contribute significantly to whole-school CPD, sharing subject and pedagogical expertise beyond the English department.

Teaching and Learning Excellence

- The Lead Practitioner is expected to demonstrate consistently outstanding classroom practice.
- Plan and deliver challenging, purposeful and inclusive lessons which secure strong progress for all pupils.
- Demonstrate deep subject knowledge and a sophisticated understanding of how pupils learn in English.
- Make exemplary use of assessment for learning, feedback and adaptive teaching to meet the needs of all learners, including those with SEND.

- Use assessment information effectively to inform teaching, intervention and curriculum refinement.

Curriculum and Standards

- Work as a key member of the English leadership team to ensure the curriculum is coherent, ambitious and well sequenced, meeting the needs of all pupils.
- Support the Head of Department in refining curriculum implementation through pedagogy, assessment and professional learning.
- Champion high standards of literacy, academic rigour and intellectual engagement across the department.
- Lead initiatives which strengthen progression and outcomes, particularly at key transition points.

Professional Conduct and Wider Contribution

- Act as a role model for professional standards, integrity and collaborative working.
- Engage actively in research and remain up to date with developments in English education and pedagogy.
- Lead and participate in professional dialogue, lesson study and moderation activities within and beyond the department.
- Contribute to enrichment, super-curricular and extra-curricular provision, supporting pupils' wider development.
- Undertake reasonable duties as directed by the Head of Department or Senior Leaders, appropriate to the senior nature of the role and reduced timetable.

Professional Expectations

- Support and actively promote the values, ethos and strategic priorities of the academy and Trust.
- Engage fully in appraisal and performance management, demonstrating accountability for impact and professional growth.
- Attend and contribute to staff meetings, SLT meetings, INSET, parents' evenings and key academy events.
- Participate in relevant professional development to continually enhance expertise and leadership capacity.

Review of Role

This job description reflects the role as currently defined. It will be reviewed annually as part of the performance appraisal process, and the post-holder will be expected to accept reasonable changes aligned with academy and Trust priorities.