**Job Description**

**Regional Lead Practitioner - Teaching and Learning**

**Primary Purpose:**

To ensure that teachers are empowered, skilled and knowledgeable in securing excellent learning through coaching, mentoring and CPD.

To always practise and teach the Trust and Academy’s core values.

**Responsible to:**

Regional Director and Headteacher

Personal Qualities

* Behaves consistently with the Academy and Trust’s values in their interactions with internal and external stakeholders.
* Treats people with respect and in a fair and consistent way.
* Recognises when colleagues are under pressure and volunteers to assist them where possible.
* Works within teams and across boundaries to share knowledge and achieve results.
* Identifies and builds relationships required to achieve the best outcomes for the team.
* Share your time, knowledge, expertise and talent to support others’ success.
* Creates opportunities to enhance the experience of pupils.
* Maintains focus and drive to achieve quality outcomes.
* Focus your time and efforts on issues that will have the greatest impact on agreed objectives.
* Anticipate responses and plan your approach accordingly.

**Responsibilities:**

**Leadership:**

* To empower, support and coach staff.
* To plan, lead and deliver specific CPD
* To perform focused learning walks regularly and provide helpful feedback to staff and students.
* To feed into school improvement meetings and take responsibility alongside senior leaders for improving the quality of education
* To use data effectively to plan, monitor and review additional support for those classes where learning is not yet sufficient.
* To support the Senior Leaders to monitor the learning of all students with a particular focus on students who have SEND, those who attract pupil premium funding and the lowest 20%.
* To role model strong professional practices in line with academy’s Code of Conduct and Teaching Standards.
* To share excellent pedagogical practice.

**Curriculum:**

* To support the Senior Leaders in ensuring that there is a strong, well sequenced and structured curriculum that is well communicated to the teachers.
* To support teaching staff to clearly understand the knowledge that students must acquire and the stage they should acquire it.
* To ensure that teachers understand the best pedagogical approaches to securing domain specific knowledge.
* To support the Subject Leaders in ensuring that knowledge organisers are collaboratively reviewed and refined regularly so that they enable teachers to have absolute clarity regarding teaching sequences.

**Teaching:**

**To model and coach:**

* Set high expectations which inspire, motivate and challenge pupils.
* Promote good progress and outcomes by pupils.
* Demonstrate excellent subject and curriculum knowledge.
* Plan and teach well-structured lessons.
* Adapt teaching to respond to the strengths and needs of all pupils.
* Make accurate and productive use of assessment.
* Manage the classroom culture effectively to ensure a strong learning environment.
* Make a positive contribution to the wider life and ethos of the school by:
  + developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
  + deploying support staff effectively
  + taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
  + communicate effectively with parents with regard to pupils’ achievements and well-being.

**General:**

* Represent the Academys and Trust in a professional and positive manner..
* Support colleagues.

To undertake any other reasonable duties deemed necessary by the Headteacher to ensure the smooth running of the academy.

**Person Specification:**

**Regional Lead Practitioner for Teaching and Learning**

**Qualification Criteria**

● Qualified to degree level and above

● Accredited Lead Practitioner qualification (desirable)

● Qualified to teach in the UK (QTS)

● Right to work in the UK

**Experience and Specialist Knowledge**

● Experience of mentoring and coaching staff members

● Knowledge of up to date curriculum developments in Mathematics.

● Experience teaching EYFS/KS1 and KS2

● Experience of successfully leading and managing an area of responsibility

● A positive proven track record of student progress, performance and attainment

● Evidence of consistent outstanding classroom practice which leads to progress for every student

● Evidence of continually improving the teaching and learning in your subject area/Phase

● Evidence of effective use of assessment for learning at all key stages

● Evidence of effective planning, teaching and classroom management

● Career experience that demonstrates relevant preparation for the role

● Information/data management experience

Desirable:

● Successful experience of leading change and development relevant to the post

● Experience of mentoring and coaching ECTs, PGCE students and other trainees

**Skills and attributes**

We are looking for:

**Leadership**

● Ability to lead and work within a team

● Ability to plan, prepare and deliver lessons across the key stages

● Ability to communicate effectively and clearly with colleagues, students, parents/carers

● Motivation to continually improve standards and achievement for self and others

● Commitment to raising standards in the medium/long term

● Commitment to the safeguarding and welfare of students

**Teaching and Learning**

● Consistent excellent classroom practitioner

● Effective and consistent behaviour management

● Enthusiasm and passion for the subject

● Ability to inspire confidence in students and staff

● High expectations for self and others

● Ability to be self-motivated and ability to motivate others to continually improve standards and achievement

● Be reflective of own practice and be willing to act upon feedback and be open to coaching and mentoring

**Problem solving**

● Identify, analyse and resolve problems and issues

● Develop plans with clear and robust outcomes and effective solutions

● Evaluate results and identify necessary actions

**Other**

● Demonstrate resilience, motivation and ability to respond to change

● Be adaptable and flexible in difficult situations

● Demonstrate competence in using ICT to enhance learning and teaching

● Flexibility to attend meetings

● A willingness to participate in extracurricular activities e.g. education trips/visits