

**Lead Practitioner - Job Description**

Responsible to the Deputy /Assistant Headteacher

Article 29: Education must develop every child’s personality, talents and abilities to the full. It must encourage the child’s respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

This job description reflects the vision for the Inspire Federation. There is an expectation from the Executive Headteacher that the Lead Practitioner is a role model for the federation and school, demonstrating ambition and a passion for life-long learning.

The Inspire Federation aims to provide an outstanding education for all learners based upon its school/Christian values alongside the federation’s four core curriculum values. We recognise the significant impact teaching has on pupils’ attainment and progress. The post of Lead Practitioner has been created to develop the pedagogical knowledge and skills of staff, which in turn will lead to the best outcomes for pupils.

The Curriculum to Inspire is based upon four core curriculum values of which forms the basis all we do. The Lead Practitioner will play an integral part in the continuing development of the curriculum, which in turn will deepen their own pedagogical knowledge and practice.

The lead practitioner will be a key figure in supporting the development of teachers across the federation. The successful candidate will be concentrating on effective learning and teaching strategies which benefit our pupils and staff by helping raise achievement for all and develop excellent practice across all schools. The development of individuals within the federation is a leadership opportunity which will give readiness for Deputy headship and then Headship.

**Purpose of Role**

* To secure outstanding outcomes for pupils through high quality provision
* Model outstanding practice in line with A Curriculum to Inspire in order to support the development of teachers across the federation to personally achieve high quality teaching, effective use of resources and the highest standards of learning and achievement for all pupils
* To work alongside the Executive Headteacher, Heads of School and other leaders to further develop the Curriculum to Inspire and promote and embed this within practice

The expectation is that the Lead Practitioner will spend time in class with teachers and pupils to contribute to the achievement. A plan will be drawn up which works alongside the School Improvement Plans for the development of ‘Quality of Education’. The plan may include all or some of the following:

* Working with subject leaders to upskill
* Implementation of federation initiative
* Individual staff coaching/mentoring
* INSET planning and/or delivery
* Training and supporting Early Career Teachers
* Leading research groups
* Supporting teachers in the planning of learning experiences
* Support during OFSTED inspections
* Sharing of best practice

**Leadership**

The Lead Practitioner will be expected to develop the following leadership roles:

* Motivate, challenge and inspire colleagues to provide outstanding provision for all pupils
* Act as an excellent role model for pupils and staff that demonstrates high expectations, setting the standard for others
* Work with leaders to continue to develop the Curriculum to Inspire to ensure it meets the needs of all pupils
* Put into practice the shared vision for effective learning through collaboration and sharing of best practice and a consistent approach to learning, teaching and assessment
* Seek out best practice from both within and outside of the federation, creating a network of support for colleagues
* Use data analysis to identify trends in progress and attainment for cohorts, classes and groups that are underachieving or are at risk of doing so
* Use data analysis to identify teachers that may need support in improving outcomes for certain groups of children
* Evaluate the impact of work undertaken across the federation and support leaders in creating improvement plans
* Support new schools joining the federation/Trust in the implementation of The Curriculum to Inspire

**Professional Development of Colleagues**

* Prepare and deliver staff development meetings and bespoke training for colleagues within the Inspire Federation
* Deliver induction training for new staff
* Design programmes of support for individuals from within the federation
* Demonstrate excellent and innovative pedagogical practice in line with The Curriculum to Inspire, delivering demonstration lessons
* Lead and support others in the use of research to develop practice
* Support underperforming teachers in improving practice
* Keep leaders, teachers and support staff up to date with developments in best practice identified through networks and research
* Promote high standards of teaching through the coaching and mentoring of staff
* Monitor learning and teaching in line with The Curriculum to Inspire, giving areas for development to individuals and feeding into whole school/federation areas for development
* To contribute to the annual curriculum review

**Professional Development of Self**

* Be proactive in seeking out networks of those that can support
* Be proactive in research and latest developments
* Be proactive in seeking of appropriate literature

**Person Specification**

**The successful candidate will have some or all of the following qualities at the point of application, however in order to qualify as Lead Practitioner after training, must have the vast majority.**

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| Criteria | Qualities |
| **Qualifications** | * Qualified teacher status [note: this is a requirement under the STPCD]
* Degree
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| **Skills and knowledge** | * Excellent interpersonal and communication skills
* The ability to lead and foster positive professional relationships
* Ability to gain the trust and respect of all colleagues
* Effective monitoring and feedback that result in impact
* Evidence of high achievement in teaching across key stages
* Experience of leading a subject or area of responsibility effectively
* Have a secure understanding of The Curriculum to Inspire including the four core curriculum values and have evidence to show this is demonstrated in their practice
* Secure understanding of how academic research can impact and influence teaching practice
* Working collaboratively to develop others
* Experience of contributing to the professional development of others
* Effective use of assessment for learning
* Ability to plan and resource lessons effectively which meets the needs of all pupils
* Experience of working in partnership with other schools and with the local community
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| **Professional Development** | * Evidence of commitment to own professional development
* Highly effective classroom practitioner
* Proven ability to raise standards outside of own classroom
* Experience of leading subjects and sharing initiatives beyond own classroom
* To understand the components of the Curriculum to Inspire and how this leads to effective learning and teaching
* Experience of evaluating the quality of learning and teaching in line with The Curriculum to Inspire
* Experience of monitoring the quality of learning and teaching in line with the four core curriculum values through a variety of methods, and giving effective feedback
* Use of assessment data to identify areas of need
* Developing and implementing a vision and ethos
* Awareness of the latest developments and initiatives in education
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| **Personal qualities**  | * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
* Positive attitude
* Demonstrate a love of learning
* Happy yet professional attitude
* Approach that gives others a desire to follow
* Ability to work under pressure and prioritise effectively
* Commitment to maintaining confidentiality at all times
* Commitment to safeguarding and equality
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**Criteria for readiness for position:**

* Ability to demonstrate excellent practice in all four curriculum values
* Ability to articulate the purpose of the curriculum and how the four core curriculum values work
* Demonstrate innovative classroom practice
* Demonstrate excellent pupil progress
* Demonstrate high expectations within books/journals
* Demonstrate an understanding of how to lead by working with others to develop practice