**Job Description**

**Job Title**: Lead Practitioner

**Reports to:** Deputy Headteacher

**Grade:** Leadership Payscale

**Purpose**

To lead and manage the development of excellent classroom teaching practice across the department and school and to play a role in the overall strategic direction of continuing professional development (CPD) for teachers across the school.

To design and deliver CPD for teachers across the school as agreed.

To be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners ensuring a centre of best practice and excellence.

**Responsibilities**

**CPD**

* To play an overall strategic role with the senior leadership team in the development of CPD for teachers across the school
* To deliver school based development and training for groups of teachers (ITT, Teach First, NQTs, etc.) and departments within the school in order to improve the quality of teaching and learning
* Coach and mentor teachers, including trainees and NQTs as agreed with the senior leadership team.
* To support the teachers in their department to ensure robust self-evaluation of teaching and learning and make a significant contribution to improving the quality of teaching and learning within the team
* To lead the development of key skills within specific curriculum areas and support the training of staff
* Support and coach staff in developing and improving their teaching and to help move their lessons to consistently good or outstanding.
* Any other duties commensurate with the post, as directed by the Headteacher

**Teaching and Learning**

* To teach engaging and effective lessons that motivate, inspire and improve student attainment and consistently model best practice
* Work with curriculum leaders on the development of consistently good pedagogy across the school
* Support the writing of the school’s teaching and learning policy as requested by the senior leadership team
* To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and students make better than expected progress
* To provide a nurturing classroom and school environment that helps students to develop as learners
* To help to maintain/establish discipline across the whole school and contribute to the effective working of the school.
* Research, analyse and disseminate materials and advise on practice, research and continuing professional development provision
* To contribute significantly to the development of course outlines, syllabuses and schemes of work within the specified curriculum area
* To model best practice in ensuring that lessons are well differentiated including providing for the least able and for the most able and gifted students
* To model best practice in the effective use of student performance data, and student and staff target-setting so that this impacts on classroom practice and contributes to raising achievement
* To model best practice in the production of oral and written assessments, reports and references relating to individual and groups of students
* Work with curriculum leaders to prepare for OFSTED inspections
* Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in student achievement
* Ensure that all students achieve their individual targets and achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level
* To model best practice in maintaining regular and productive communication with students, parents and carers, to report on progress, sanctions and rewards and all other communications
* To model best practice in regards to the use of support staff assigned to lessons and when required participate in related recruitment and selection activities
* Enrich the curriculum with trips and visits to enhance the learning experience of all students
* Participate in preparing students for external examinations
* Implement and adhere to the school behaviour management policy, ensuring the health and well-being of students is maintained at all times.

**School Culture**

* Support the school’s values and ethos by contributing to the development and implementation of policies practices and procedures
* Help create a strong school community, characterised by consistent, orderly behaviour and caring, respectful relationships
* Help develop a small school/department culture and ethos that is utterly committed to achievement
* To be active in issues of student welfare and support
* Support and work in collaboration with colleagues and other professional in and beyond the school, covering lessons and providing other support as required.

**Person Specification**

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|  | **Essential** |
| **Qualifications** | * Qualified teacher status
* Degree or equivalent
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| **Professional Development** | * Established and evidenced practice as an outstanding teacher over a prolonged period
* Evidence of a commitment to own professional development
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| **Teaching and Learning** | * Outstanding classroom practitioner
* Outstanding GCSE and A Level Results
* Proven ability to raise standards in classrooms other than their own
* Experience of leading teaching and learning initiatives beyond their own classrooms
* Excellent understanding of the components which comprise outstanding teaching and learning
* Experience of giving effective feedback to colleagues about professional performance
* Experience of coaching and mentoring colleagues
* Experience of conducting lesson observations
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| **Knowledge** | * Use of assessment and attainment information to improve practice and raise standards
* Outstanding subject knowledge
* Use of strategies to promote good learning relationships and high attainment in an inclusive environment
* Vision for the developments of Teaching and Learning
* Strategies to enhance teaching and learning
* Use of intervention strategies to address identified issues for development
* Awareness of the latest developments and initiatives in education
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| **Skills and Experience** | * Excellent interpersonal and communication skills
* The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience
* Develop high quality learning strategies and monitoring learner progress to raise attainment
* Evidence of high achievement in teaching across the Key Stages
* Working effectively as a middle manager or currently leading a key responsibility/development within a team
* Working effectively as a personal tutor
* Experience of contribution to the professional development/mentoring of colleagues
* Effective use of Assessment for Learning to engage learners as partners in their learning
* Ability to establish curriculum development, assessment, coordination and coaching
* Ability to plan and resource effective interventions to meet curricular objectives
* Development of partnerships with other schools, business and the community
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**Health and Safety**

So far as is reasonably practicable, the postholder must ensure that safe working practices are adopted by employees, and in premises/work areas for which the postholder is responsible, to maintain a safe working environment for employees and students.

**Safeguarding**

Future Schools Trust is committed to the safeguarding of all of its young persons and expects all staff, volunteers and adults to work within the parameters of the policies and procedures as agreed by the Full Governing Body to ensure the safety of all young persons within its care.