



Job Description

General Information

Job Title: Lead Practitioner (Secondary)

JD Code: JDT10

Reports to: Subject Leader

Line Management:

The post holder will be accountable to the Subject Leader for all initiatives related to this post.

Job Purpose:

To lead on improving and developing the quality of learning and teaching in the subject and across the school.

Job Accountabilities:

As a class teacher, the Lead Practitioner is responsible for:

- The learning and teaching of every individual student in their care.
- Working collaboratively with colleagues to improve the quality of lesson planning and resources and making direct contributions to team and school self-evaluation as part of their professional development and the Professional Standards for Teachers.
- The thorough preparation and planning of all lessons in line with whole school policies.
- Making effective use of ICT to provide interactive learning opportunities for students.
- Using the whole school assessment framework to monitor the progress of individual students and personalise the learning; this includes planning and delivering objective led lessons with clear, differentiated outcomes; the use of mini-plenaries and using the whole school/subject marking policy.
- Using student progress and attainment data to monitor and evaluate the progress and attainment of all student groups, in particular disadvantaged/PP, SEND
- Monitoring and evaluating the progress of all students against their agreed targets and use faculty agreed intervention strategies to help those students in need of additional support.
- Ensuring that all Classroom/Teaching Assistants receive clear direction re: classroom intervention and that all planning and preparation is shared in advance of the lesson.
- Following and implementing the whole school Behaviour for Learning policy



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consistently and rigorously to enable all students and staff to work productively.

- Providing opportunities for students to learn in a variety of learning ways.
- Following all agreed recording and reporting arrangements to parents according to school policies, calendar dates and deadlines.
- Maintaining an orderly, graffiti and litter free classroom and providing a safe, secure learning environment which inspires students to want to learn.
- Taking an active and positive role in all pastoral, Personal Development and extra-curricular activities, including the leadership of and accountability for the personal and economic well-being, care, guidance and support of a specific group of students.
- Any other duty deemed by the Principal to be appropriate to this post.

In addition to their normal classroom duties the specific expectations of the Lead Practitioner are:

- To be accountable for the quality of learning and teaching in the subject.
- To identify, through drop-ins and lesson observations, key pedagogical areas for improvement across the school and work with all members of staff to develop these areas through work directly in the classroom and CPT sessions.
- To identify excellent practice and celebrate this with others in the team(s) and school.
- Support the training of early career teachers and RQTs.
- Professional mentoring of other teachers at all stages and phases.
- To help other teachers of all phases to evaluate the impact of their teaching on students and understand how improvements can be made to raise the achievement of students across the school.
- To help teachers of all phases to improve their teaching practice including those on capability procedures.
- To help teachers of all phases to develop their expertise in planning, preparation and assessment.
- Lead a structured programme to provide clear feedback, good support and sound advice to other teachers to improve their performance.
- To ensure that all members of staff have an understanding what an outstanding lesson is and as part of their training, do shared observations to ensure consistency of judgements.
- Sharing good practice through demonstration lessons.
- To lead coaching and support in line with school priorities and appraisal.
- To motivate and support colleagues to improve their effectiveness, address their developmental needs and other issues arising out of the performance management process.



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- Undertake classroom observations to assist and support the performance management process.
- To be an excellent classroom practitioner with an established track record of sustained high-quality teaching, whose students show consistent improvement in relation to prior and expected attainment.
- To take an active part in the planning, development and delivery of the school's CPD programme.
- Be aware of and comply with policies and procedures relating to safeguarding, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate people.
- Any other duty deemed by the Principal to be appropriate to this post.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure and satisfactory medical clearance.

This job description may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities.



PERSON SPECIFICATION

CRITERIA	ESSENTIAL
A. Education and training	<ul style="list-style-type: none">• Graduate with Qualified Teacher Status.• GCSEs grade A* - C, including English and Mathematics. or equivalent qualifications.
B. Skills and abilities	Shown the ability to (in consultation with others): <ul style="list-style-type: none">• establish and review targets and make decisions; relate to and work with others as a member of a team.
C. Special knowledge	<ul style="list-style-type: none">• Thorough working knowledge of the curriculum as it relates to this subject• Knowledge of examination syllabus requirements in specialist subject(s) at KS4• Understanding of the process of learning.• Understanding of curriculum continuity and progression.• Knowledge of issues in the area of special needs.
D. Personal qualities	Evidence of: <ul style="list-style-type: none">• the ability to relate to and motivate staff, parents and students;• the ability to listen to and understand others; constant and consistent expectations of high standards.
E. Approach to work	Evidence of: <ul style="list-style-type: none">• high motivation and professional commitment;• a commitment to student-centred education;• a commitment to involving parents as partners in the education process;• a commitment to and understanding of equality of opportunity

Once in post, the post holder will:

- continue to maintain and demonstrate high standards;
- demonstrate a commitment to develop themselves professionally;



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In addition, the post holder should have the ability to:

- vocalise the school's vision and aspirations
- be flexible to adapt to change
- be a role model and act as an ambassador for the school and Trust in and outside of the school by speaking positively about the school in the community; upholding a 'Commitment to Excellence' at all times; by dressing in smart professional attire suitable for the role.