



GREENWOOD ACADEMIES TRUST

JOB DESCRIPTION

Post Title:	LEAD PRACTITIONER
Reporting to:	SLT Responsible for Learning and Teaching/Principal
Purpose:	To support the development of outstanding teaching within the Academy.
Responsible for:	• Taking a lead in supporting the development of outstanding learning and teaching within curriculum areas. • Sharing outstanding classroom practice with colleagues through the development and delivery of high quality CPD. • Leading, developing and implementing an effective coaching and mentoring model to support colleagues in delivering outstanding lessons
Key Tasks:	• To work with SLT and Curriculum Leaders to develop an effective academy learning and teaching improvement strategy. • To develop an expert knowledge of teaching and research strategies in relation to teaching standards and outstanding classroom practice. Use this expert knowledge to support staff. • To coach and mentor staff by offering support and guidance on developing outstanding teaching practice. • To plan and lead whole staff learning and teaching training. • To plan and lead individualised/tailored group learning and teaching training. • To support staff/Curriculum Leaders in preparing for and delivering learning and teaching training. • To be prepared to work as needed with wider groups around the academy, taking the lead on intervention work and reporting to the appropriate SLT Link. • To perform any other task or duty under the reasonable direction of the Principal.
Management of resources:	• To contribute to the process of the ordering and allocation of equipment and materials. • To assist Curriculum Leaders in identifying resource needs and to contribute to the efficient/effective use of physical resources. • To cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, department and the pupils.
Pastoral system:	• To be a form tutor to an assigned group of pupils. • To promote the general progress and well-being of individual pupils and of the form tutor group as a whole.

- To liaise with the director of achievement/year based support worker to ensure the implementation of the academy's support systems.
- To register pupils, accompany them to assemblies, encourage their full attendance at all lesson and their participation in other aspects of school life.
- To evaluate and monitor the progress of pupils and keep up-to-date pupil records as may be required.
- To contribute to the preparation of action plans and progress files and other reports.
- To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
- To communicate, as appropriate, with the parents of pupils and with persons or bodies outside the academy concerned with the welfare of individual pupils, after consultation with the appropriate senior staff.
- To contribute to PSHE, citizenship and enterprise education, according to academy policies.
- To support the academy's behaviour management protocols so that effective learning can take place.

Teaching:

- To teach pupils according to their educational needs including the setting and marking of work to be carried out by the pupil in the academy and elsewhere.
- To assess record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.
- To ensure that ICT, literacy, numeracy and academy subject specialism(s) are reflected in the teaching/learning experience of pupils.
- To undertake a designated programme of teaching to fully prepare pupils for all examinations and tests.
- To ensure a high quality learning experience for pupils that meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods that will stimulate learning appropriate to pupil needs and the demands of the syllabus.
- To maintain discipline in accordance with the academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of pupils as requested by external examination bodies, departmental and academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

Other specific duties:

- To play a full part in the life of the academy to support its distinctive mission and ethos and to encourage staff and pupils to follow this example.
- To actively promote the academy's corporate policies.
- To continue personal development as agreed.

- To comply with the academy's Health and Safety policy and

undertake risk assessments as appropriate.

- To undertake any other duty as specified by the STPCD not mentioned in the above.
- To promote and safeguard the welfare of pupils for whom you are responsible or come into contact with.

PERSON SPECIFICATION

Lead Practitioner

	Essential	Desirable	How Assessed
Qualifications:			
Qualified Teacher Status	✓		Application form, original certificates
Degree (or equivalent) in relevant subject area (Grade 2:2 or above)	✓		Application form, original certificates
Experience:			
Track record of outstanding teaching.	✓		Application form, at interview and reference
Intervention work with pupils to raise achievement	✓		Application form, at interview and reference
Proven track record of leading staff training.	✓		Application form, at interview and reference
Experience of coaching and mentoring colleagues	✓		Application form, at interview and reference
Personal and Professional Skills and Attributes:			
Excellent knowledge of classroom skills and teacher standards	✓		Application form, at interview and reference
Understanding of current learning and teaching research and its impact on classroom practice	✓		Application form, at interview and reference

Ability to lead, manage and provide appropriate support to others	✓		Application form, at interview and reference
Confident and competent in the use of ICT	✓		Application form, at interview
Ability to effectively prioritise and manage own workload	✓		Application form, at interview
Ability to work effectively as a member of a team and on own initiative	✓		Application form, at interview and reference
High quality organisational and time management skills	✓		Application form, at interview and reference
Excellent communication skills at all levels with staff and pupils	✓		Application form, at interview and reference
Willingness to engage in development activities	✓		Application form and at interview
Willingness to play a part in the wider life of the Academy	✓		Interview

Requirements from confidential references:

	Essential
Written reference(s) only	✓
Confirmation of professional and personal knowledge, skills and abilities	✓
Positive recommendation from current employer	✓

In addition to the above selection criteria, the Greenwood Dale Foundation Trust will require the appointed candidate to undertake relevant background checks in accordance with teacher training and safer recruitment guidelines, which will include a Disclosure and Barring Service Enhanced Disclosure check.

All adults employed by the Trust are responsible for safeguarding and promoting the welfare of all children they are responsible for or come into contact with.

Whilst every endeavor has been made to outline all the duties and responsibilities of the post, this document does not specify every item in detail. Where broad headings have been used, all associated duties are naturally included in the job description.