



Lead Practitioner Leading Support Staff Development

Job Description

Part time, 0.6 fixed term to 31.8.2027 | Salary: Leadership 3 £54,394 FTE (£32,636 actual)

Main Purpose of the Role

- Lead the development and delivery of high-quality PPA cover and support staff teaching practices, ensuring consistency, effectiveness, and alignment with the WalkThrus/instructional coaching model.
- Team-teach and provide direct classroom support; collaborate with subject leads to implement action plans.
- Use data and monitoring (observations, learning walks, work scrutiny) to identify needs and evaluate impact.
- Document work and report to governors/SLT.
- Develop and lead a team facilitating professional development; contribute to appraisal processes.
- Plan week-by-week and half-termly with the deputy head team aligned to the SIP and Ofsted self-assessment.
- Promote an inclusive school culture and liaise effectively with parents.

Key Responsibilities

- Carry out teaching responsibilities in line with the professional duties of a teacher.
- Model consistently high-quality teaching and demonstrate excellent practice to others.
- Produce high-quality teaching materials.
- Prepare and deliver training across the school.
- Support teachers' professional development and appraisal through lesson observations, feedback, and improvement strategies.

- Provide mentoring/coaching to individual teachers.
- Use pupil and staff data to identify needs and implement strategies to raise quality of teaching and pupil achievement.
- Set challenging targets for pupils on interventions and update parents on progress.
- Measure and assess the impact of interventions.
- Promote differentiation, inclusion, and positive behaviour.
- Coordinate work scrutinies, lesson observations, and learning walks.
- Analyse monitoring data to inform teacher development.
- Support self-evaluation and school improvement planning.
- Research best practice, share knowledge, inform staff about innovations, and identify high-quality CPD.
- Take part in appraisal and own training.
- Direct and supervise support staff and, where appropriate, other teachers.
- Contribute to recruitment and professional development; deploy delegated resources.
- Undertake other duties relevant to the role as required.

Monitoring and evaluation

- Co-ordinate and carry out monitoring and evaluation activities to improve teaching and learning, including work scrutinies, lesson observations, learning walks etc
- Use systems to analyse data from monitoring and evaluation, and use insights to inform strategies and plans for teacher development
- Support with self-evaluation and school improvement planning across the [phase/department/subject/school]
- Add any other duties of particular relevance to your school

Professional development

- Lead on researching best practice and keeping up-to-date with the latest developments
- Share knowledge with staff and offer support to implement the research into their own practice
- Inform staff about the latest innovations in intervention strategies
- Lead on identifying high quality CPD programmes to improve quality of teaching and learning
- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own practice

- Where appropriate, take part in the appraisal and professional development of others

Management of staff and resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

Person Specification

Qualifications and Training

- Qualified teacher status
- Evidence of ongoing professional development relevant to this role

Experience

- Successful teaching experience (ideally with experience of leading or coaching staff)
- Experience in developing and delivering CPD
- Experience in working with and supporting support staff and teams
- Previous experience of using data and monitoring to drive improvement

Skills and Knowledge

- Excellent knowledge of effective teaching and learning strategies, including differentiation and inclusion
- Strong understanding of the WalkThrus/instructional coaching model
- Outstanding classroom practice and ability to model excellent teaching
- Ability to coach, mentor, and develop others
- Effective communication and organisational skills
- Ability to analyse data and monitoring information to inform practice
- Knowledge of behaviour management strategies
- Good IT skills, including use of school data and monitoring systems

Personal Qualities

- High expectations for all pupils and belief in bringing out the best in all
- Commitment to upholding and promoting the ethos and values of the school
- Ability to work under pressure and prioritise effectively
- Commitment to equality, diversity, and inclusion

- Professional integrity and confidentiality

Safeguarding

Alfred Sutton Primary School (Reading, RG6) is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a satisfactory completion of safeguarding checks.