



Ormiston Bolingbroke Academy
Job Description
Lead Practitioner Mathematics

Job Title: Lead Practitioner Mathematics

Salary Range: £ LP1 - LP5; £42,402 - £46,796

Responsible to: Curriculum Leader Mathematics

Purpose: To improve teaching and learning within the Mathematics department and take a leading role in promoting effective strategies across the academy

CORE RESPONSIBILITIES

- Provide first class teaching and learning opportunities for students and Mathematics staff.
- Motivate, challenge and inspire colleagues to provide outstanding provision for our students, leading to outstanding outcomes in Mathematics.
- Identify areas for improvement across the department through regular QA and implement strategies to secure improvement.
- Work collaboratively and effectively with the Lead practitioners in Maths and English to raise standards of teaching and learning across the core subjects and the academy.
- Undertake research into effective teaching and learning strategies for our students and share best practice across the academy and with our partner schools.
- Use data analysis to identify under attaining groups and areas where colleagues in Mathematics or across the academy, may need support in order to improve outcomes.
- Prepare and run professional development sessions for staff in Mathematics and across the academy, liaising with the Lead Practitioners in Maths and English.
- Design programmes of support for individuals as and when required in order to improve the quality of teaching and learning in Mathematics and across the academy.
- To support the Faculty Leader to ensure that, the standards of teaching and learning within a faculty team are consistently exceptional, by being at the cutting edge of development in their subject, modelling and sharing good practice.

- Develop high quality resources and schemes of learning and work with colleagues to ensure that they have a positive impact.
- Contribute to performance management within the Faculty through lesson observation and support for colleagues, including provision of support for underperforming teachers.
- Work alongside SLT and other Leading Practitioners to develop, implement and evaluate policies and practice that lead to raised student achievement.
- Contribute to the induction and support for NQTs, RQTs and ITT students as required
- To support the Leadership Team in Mathematics to make a significant and notable contribution to the strategic development of the Mathematics Faculty.
- To assist the Assistant Principal in charge of Learning and Teaching in coaching staff within a Faculty.
- To ensure that the highest standards in teaching and learning are continually modelled to all staff to help improve their personal classroom performance.
- To work with the Senior Leadership Team in actively and continuously improving the overall quality of teaching and learning in the classroom.
- Undertake performance management and line management of selected staff, including through the setting and evaluation of challenging objectives and comprehensive reviews of performance.
- Engage positively in the school's programme of QA.

Vision and purpose:

1. To liaise with colleagues at other Ormiston Academies to support strategic development, share good practice and plan collaborative activities.
2. Provide high quality teaching throughout the school, as required.
3. Raise student attainment.
4. To maximise the learning experiences and achievement of students in assigned classes.
5. Monitor and report on student progress.
6. Contribute to the activities of designated curriculum areas.
7. To ensure that Ormiston Academies Trust is always presented positively within and beyond the Academy.

All staff are expected to:

- Continue personal professional development and engage actively in the PM process.
- Actively promote and follow the school's policies and procedures.
- Comply with any reasonable request from the Principal or other school manager to undertake work of a similar level that is not specified in this job description.
- Play a full part in the life of the school and support its vision and ethos.

Other specific duties

- Be a Form Tutor to an assigned group of students.
- Promote the general progress and well-being of individual students and of the tutor group as a whole.

- Liaise with Academic Managers and Pastoral Managers to ensure implementation of the school's pastoral system, for example re strategies to promote attendance, participation in other aspects of school life, behaviour for learning, rewards, effective registration and assemblies.
- Implement and deliver agreed learning activity programme(s) for tutor time.
- Undertaking any other professional duties of the Principal which are reasonably delegated to her/him by the Principal or Board of Governors.

Context

All staff are part of a whole Academy team. Each individual is required to support the values and ethos of the Academy and Academy priorities as defined in the Academy Improvement Plan. This will mean focusing on the needs of colleagues, parents and students and being flexible in a busy and sometimes pressurised environment.

The above list is not exclusive or exhaustive, and the school may require the post holder to undertake duties commensurate with the level of the role. As part of your wider duties and responsibilities, you are required to promote and actively support the academy's responsibilities towards safeguarding.

The Trust expect that employees deal with people politely and tactfully, communicating with colleagues both formally and informally, modelling the Academy's Code of Conduct and the equality policy objectives

DBS

An enhanced disclosure and barring check will be a requirement for this post.

Due to the nature of this job, it will be necessary for the appropriate level of Criminal Record Disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and if so, for which offences. This post will be exempt from the provisions of Section 4, (2), of the Rehabilitation of Offenders 1974 (exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are "spent" under the provisions of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Academy. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

Person Specification:

Skills and qualifications	Essential -E / Desirable - D	Assessed at Application (A) Interview (I) References (R)
<p>Full Qualified Teacher Status (QTS).</p> <p>Degree or equivalent.</p> <p>Recent and relevant CPD activities.</p> <p>Recognised Leadership qualification or relevant experience</p> <p>Highly effective and proven classroom practitioner.</p> <p>Excellent interpersonal and communication skills across a spectrum of all stakeholders, demonstrating an understanding of the need for effective relationships.</p> <p>Knowledge and understanding of high-quality strategies to improve teaching and learning.</p> <p>Experience in preparing and delivering development sessions.</p> <p>Evidence of effective use of data to monitor, analyse and improve student outcomes.</p> <p>Proven ability to raise standards in classrooms other than their own.</p> <p>The ability to ability to lead and work effectively with teaching staff of varying experience, fostering positive professional relationships.</p>	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A/I/R</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I/R</p> <p>A/I/R</p> <p>A/I</p> <p>A/I</p>
Knowledge and experience		
<p>Experience of managing an area or initiative.</p> <p>Able to lead and model effective teaching skills.</p> <p>Excellent IT skills.</p> <p>In-depth knowledge of the national curriculum.</p> <p>Knowledge and understanding of safeguarding and child protection.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I/R</p> <p>A/I</p> <p>I</p> <p>I</p>
Personal qualities and attributes		
<p>Aligned to the visions and values of OBA, be able to inspire, challenge and motivate others.</p> <p>The ability to influence and engage others in new ideas.</p> <p>Demonstrate a passion for Mathematics and progress.</p> <p>Excellent organisational skills with the ability to work under pressure and prioritise workload as needed.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I/R</p> <p>I</p> <p>A/I</p> <p>A/I</p>