

Job Description



Post Title	Lead Practitioner
Reporting to	Assistant Principal or Director of Learning and Standards
Job Purpose	
<ul style="list-style-type: none"> To lead the strategy through the explicit teaching. To support DLS/ADLS and subject teams in identifying timely curriculum opportunities where they can support children to develop key language skills. To support ALL staff through CPD to make best opportunity to strengthen pupils'/students' ability in Modern Foreign Languages including; <ul style="list-style-type: none"> ➤ becoming inquisitive learners that can question why/how ➤ being able to solve problems by applying logical thinking To support the Trust in our pursuit of social justice through exceptional schools. 	
Main (Core) Duties	
Curriculum Provision:	<ul style="list-style-type: none"> To liaise with the Directors of Learning and Standards to ensure the delivery of an appropriate, comprehensive and high-quality curriculum programme which complements the School Improvement Plan/School Evaluation. To assist with the development and delivery of Modern Foreign Languages and other lessons where opportunities arise. Ensure subject knowledge, curriculum understanding and pedagogy around GCSE and A- Level specifications are facilitated. To proactively seek and ensure opportunities in lessons beyond Modern Foreign Languages are fully exploited. To use data effectively to identify pupils who are underachieving in the subject and, where necessary, create and implement effective plans of action to support those school and pupils. Work across school setting to ensure high quality provision in delivery of Modern Foreign Languages.
Curriculum Development:	<ul style="list-style-type: none"> To assist with and lead specific curriculum development for the school. Research and evaluate innovative curriculum practices and draw on these and other sources of external evidence to inform your own practice and that of colleagues. To keep up to date with national developments in the subject area and teaching practice and methodology, including the embedding of our KASE curriculum. To actively monitor and respond to curriculum development for all year groups. To liaise with all DLS to ensure Modern Foreign Languages skills are developed effectively across the curriculum. Support the DLS, as appropriate, to ensure agreed best practice is being followed and provide extra support if needed. To liaise with the Directors of Learning and Standards to maintain accreditation with the relevant examination and validating bodies. To establish a clear, shared understanding of the importance and role of the subject in contributing to pupils' spiritual, moral, cultural, mental and physical development.
Staffing:	<ul style="list-style-type: none"> To work with SLT CPD and DLS to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.

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	<ul style="list-style-type: none"> To coach colleagues as needed to improve the quality of teaching and learning in support of the Trust T&L policy. Provide support to DLS to address underperformance in the Modern Foreign Languages department. To undertake Performance Management Review(s) and to act as reviewer for a group of staff as required. To assist the Directors of Learning and Standards in making appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the department liaising with the relevant staff to secure appropriate cover within the department. To participate in the Modern Foreign Languages recruitment as requested by the Principal.
Accountability:	<p>Accountability for leading, managing and developing a subject or curriculum area or pupil development across the curriculum</p> <ul style="list-style-type: none"> Define and agree the team improvement plan that will fulfil Trust improvement priorities. Lead, monitor, evaluate and report on the impact of improvement strategies on the quality of teaching and learning and students' achievement and use this analysis to guide further improvement. Ensuring self and team are up to date and respond to local / national issues and agenda in relation to subject area and professional role. Identify and coordinate CPD needs and opportunities. Account for achievement, attainment and welfare of all students within your subject. Provide the Principal with relevant subject, curriculum area or student performance information. Monitor the learning climate across the Modern Foreign Languages team and implement strategies where needs are identified. Analyse and interpret relevant national, local and school data, plus research and inspection evidence, to inform policies, practices, expectations, targets and teaching methods. <p>Accountability for impact on educational progress beyond assigned students</p> <ul style="list-style-type: none"> Identify appropriate attainment and/or achievement targets. Use data effectively to identify students who are underachieving and, where necessary, create and implement effective plans of action to support those students. Monitor student standards and achievement against annual targets and across different groups of students. Plan and implement strategies where improvement needs are identified with individuals and groups of students. Ensure curriculum coverage, continuity and progression in the subject for all students, including those of high ability and those with special educational or linguistic needs. Monitor standards of student behaviour across the school and application and make appropriate interventions. Lead evaluation strategies to contribute to overall Trust self-evaluation. Ensure that relevant attainment/ achievement targets are met.
Quality Assurance:	<ul style="list-style-type: none"> To support the effective operation of the Trust quality assurance systems. To contribute to the Trust procedures for lesson observation. To monitor and evaluate the curriculum area/department in line with agreed Trust procedures including evaluation against quality standards and performance criteria. To lead and implement modification and improvement where required.

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Management of Information:	<ul style="list-style-type: none"> To ensure the maintenance of accurate and up-to-date information concerning the Modern Foreign Languages department on the management information system. To make use of analysis and evaluate performance data provided. In conjunction with the relevant Directors of Learning and Standards, to assist, as required, in the collection of departmental data.
Communications:	<ul style="list-style-type: none"> To ensure effective communication/consultation as appropriate with the parents of students To liaise with partner schools, higher education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies as necessary. To represent the Trust's/School's views as necessary.
Student Support:	<ul style="list-style-type: none"> To lead in monitoring and supporting the overall progress, performance and development of students within the school. To support the whole Trust monitoring and support of students' progress within and beyond Modern Foreign Languages.
Teaching:	<ul style="list-style-type: none"> Provide strong teaching to key cohorts of students. To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
Additional Duties:	<ul style="list-style-type: none"> Undertake other various responsibilities as directed through line management support and/or Principal. Support the Trust's distinctive vision, values and ethos and to encourage and ensure staff and students to follow this example.

The above duties are in addition to the MPS teacher job description, and those laid out in the professional standards and as outlined by STPCD, including the leadership standards.

Other Specific Duties

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment of any employee who develops a disabling condition.

Notes

- All staff are responsible for promoting and safeguarding the safety and welfare of children and young adults.
- The Trust reserves the right to alter the content of this job description, after consultation, to reflect the changes to the job or services provided, without altering the general character or level of responsibility.