



Main accountabilities

To support staff teaching in the Academy to consistently and effectively;

- Plan lessons and sequences of lessons, to meet students' individual learning needs
- Use a range of appropriate strategies for teaching and classroom management for all learners within the classroom
- Use information about prior attainment and monitor progress

To take responsibility for their own professional development and use the outcomes to improve their teaching and students learning by:

- Developing up to date knowledge through reading, networking, INSET and research to inform their own practice, demonstrating impact in teaching and on students' learning
- Assimilating and implementing new curriculum guidance to lead the process of change within the Academy
- Prioritising and managing their own time effectively, balancing the demands made by teaching, subject management and involvement in Academy development
- Achieving their own challenging professional objectives

To contribute to the policies and aspirations of the Academy, co-ordinating strategies to achieve relevant Academy improvement priorities that have been identified in the Academy by:

- Evaluating and reporting the effectiveness of practice in the Academy annually, suggesting areas and issues for further improvement
- Leading and delivering professional development / INSET activities

To be an effective professional who challenges and supports all students to do their best by:

- Supporting the Head of Department in developing outstanding teaching of specified subject within the academy
- Being an active member of the Academy's Quality of Education Team resulting in the raising of standards and ensuring Academy policy is followed
- Providing high quality lesson planning, preparation, teaching and assessment to allocated classes and tutor group (see Job Description – teacher).
- Creating a climate, which enables staff to develop, challenge and support each other, resulting in positive growth
- Mentoring and coaching staff to develop confidence and maintain positive attitudes
- Communicating effectively with professional integrity within and beyond the Academy community
- Taking action to build and maintain effective teamwork with high expectations of outcomes

Core purpose: Assessment and Feedback

- Monitoring and evaluating assessment data across the Academy to identify trends in student performance and issues for development

PERSON SPECIFICATION – Lead Practitioner



Attributes	Essential	Desirable	Demonstrated by
1. Qualifications and training	Degree in subject area Lead Practitioner Teaching qualification Evidence of further professional development	Higher degree Significant recent inset Advanced Skills Status	Interview Application form
2. Experience	Proven record as a teacher whose students reach high standards of learning and achievement Proven track record of leading staff training Track record of outstanding teaching Intervention work with students to raise achievement Experience of developing schemes of learning promoting progress and achievement for all students	Coaching work	Interview Application form Reference
3. Skills	Outstanding classroom practitioner ICT literate Able to manage others and provide support Able to motivate others Excellent communication skills Excellent organisational skills		Interview Reference
4. Knowledge	Excellent knowledge of effective pedagogic practice, classroom skills and teacher standards Awareness of current educational practices		Application form Interview
5. Management/ leadership	Able to manage workload Able to prioritise Able to show initiative Ability to have the vision to plan the way ahead		Application form Interview Reference
6. Aptitude and personal qualities	Excellent communication skills Empathy with staff and students Leadership of others Able to work as part of a team		Interview Reference

