

Job Description

POST:	Lead Practitioner, Mathematics
ACCOUNTABLE TO:	Principal, under the day-to-day management and leadership of the Academy Leadership Team line manager and Head of Department.
GRADE:	Leadership Scale (Outer London) with Teachers' Pension Scheme
KEY RELATIONSHIPS:	Academy Leadership Team; relevant teaching and support staff; students; partner professionals; parents; local community; other Oasis Academies and Oasis Community Learning staff.
LOCATION:	Oasis Academy Hadley
WORKING PATTERN:	Full-time and as described in the School Teachers' Pay and Conditions Document
START:	September 2025

JOB PURPOSE:

To lead the improvement of the quality of teaching within a specified area and, with the Academy leadership team and other lead practitioners, across the academy and to consistently teach high quality lessons which bring about excellent outcomes for students.

All leaders in the Academy share in implementing the Academy Development Plan, devising strategies for raising achievement and ensuring high standards of behaviour.

The post holder is expected to carry out the professional duties of a Lead Practitioner in accordance with the current DFE Teachers' Pay and Conditions document and those described in the outcomes.

RESPONSIBILITIES:

1. To lead, with other lead practitioners and Academy Leadership Team, the development of best practice across the academy to enhance standards of learning and teaching.
2. To lead, with the subject leaders, the improvement of the quality of teaching and learning within specified learning areas.
3. To make significant contributions to the planning and delivery of staff training and development.
4. To actively support the vision, ethos and policies of the Academy.
5. To promote and safeguard the welfare of children you teach or come into contact with.

OUTCOMES

1. Achievement and standards

- Set, track, evaluate and report on individual student progress towards their targets.
- Mark and monitor students' work giving formative, next step feedback and targets for improvement in line with the Academy Assessment policy.
- Ensure a consistent and continuous focus on student achievement using data to track and monitor the progress in every student's learning.

- Evaluate student progress across specified areas of responsibility through the use of appropriate assessments and records and regular analysis of the data.
- Recognise and reward students who are making good progress, and identify underachievement putting in place appropriate support to address the areas of weakness.
- Support staff in developing a consistent and continuous focus on student achievement, using baseline and progress data to monitor progress.
- Support staff in keeping systematic records to show student's understanding and completion of work and the identified strengths, areas for development and grades awarded.
- Support colleagues to improve their effectiveness by developing their understanding and use of student data and strategies to address underachievement.
- Take a lead role to improve the effectiveness of assessment practice in the school, analysing statistical information to evaluate the effectiveness of teaching and learning.
- Use national, local and Academy data effectively to analyse and evaluate student progress; planning and implementing effective interventions to support students.
- Use local and national data and other information in order to provide: a comparative baseline for evaluating learners' progress and attainment; a means of judging the effectiveness of their teaching; a basis for improving teaching and learning
- Analyse national, local and school data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies and to report regularly to the Headteacher Senior Leadership Team and Faculty Leader on progress and plans.

2. Quality of Provision

- Be a role model for high quality teaching and learning using your own teaching and classes as examples of outstanding practice.
- As part of the teaching and learning team raise the quality of teaching and learning so that lessons are good or better and there is no inadequate teaching.
- Secure and sustain effective teaching through structured monitoring and evaluation of all aspects of teaching and learning and active participation in the academy monitoring evaluation and review cycles through lesson observations, feedback to teaching staff, work sampling, student interviews producing written reports to the Academy Leadership Team as required.
- Monitor the quality of teaching and students' learning through the analysis of performance data, observation of teaching, work scrutiny, student interviews in collaboration with the Academy Leadership team.
- Make well founded appraisals of situations, applying high level skills in lesson observation to evaluate and advise colleagues on their work and devising and implementing effective strategies to meet learner needs leading to improvements in learner outcomes.
- Construct, revise and develop schemes of work with accompanying high quality learning materials ensuring that they meet statutory and legal requirements and provide a range of teaching and learning methods that personalise the learning experience for students giving the equality of opportunity to make progress.
- Contribute to the development of teaching and learning by supporting training programmes, coaching and mentoring of teachers.
- Support underperforming teachers to enable them to improve their practise.
- Lead new staff induction and professional development opportunities to ensure the professional effectiveness of teaching and support staff colleagues.
- Support the Initial Teacher Training programme and liaison with other lead practitioners
- Develop and maintain Academy policies and practices which promote high achievement and inclusion through effective teaching and learning across the Academy.
- Take a strategic role in the development of new and emergent technologies to enhance and extend the learning experiences of students.

- Implement strategies that ensure high standards of behaviour.
- Promote extra-curricular activities and out of hours learning which enhance learning opportunities.
- Have a teaching commitment in line with other Lead Teachers within the Academy.

3. Leadership and Management

- Be a strategic and supportive member of the Teaching and Learning Team, playing a key role in the development of the Academy as it becomes an innovative, high performing, and emotionally intelligent organisation.
- Take the lead strategic oversight for specified areas of improvement and development.
- Play a key role in creating an environment within the Academy where students and staff develop and maintain positive attitudes towards each other, the environment and community.
- Contribute to the development and review of the Academy Improvement Plan, OFSTED Self Evaluation and the related documentation.
- Take an active role within the Academy's Performance Management
- Maintain clear expectations, high standards of professionalism and collaboration to meet the Academy Improvement Planning priorities.
- Assist in the appointment of staff and their deployment to make most effective use of their skills, expertise and experience to raise standards of achievement across the Academy.

3. Well-Being

- Treat all members of the Academy community fairly, equitably and with respect to create and maintain the Academy ethos.
- Ensure the safeguarding of all students through the implementation of effective policies and procedures.
- Ensure a safe working and learning environment through application of appropriate risk assessment and adherence to current Health and Safety regulations.
- Support the extended Academy programme including visits.

4. Views of Learners, Parent/Carers and other Stakeholders

- Develop opportunities for high quality student voice with the aim of raising standards of teaching and learning within the Academy.
- Ensure an effective partnership with parents and carers to support students' academic and personal development.
- Contribute to the preparation of guidance materials for parents and carers to help them support their child's learning.

5. Professional Development

- Keep up to date with current developments in curriculum development and teaching methods using outcomes of research to inform own practice and that of colleagues.
- Work collaboratively with National Lead Practitioners in OCL and keep up to date with developments.
- Seek opportunities to collaborate with innovative and high achieving academies within Oasis Community Learning and other relevant networks to share and develop excellent pedagogies.
- Lead professional development activities, as appropriate, to update and develop the skills of colleagues.
- Provide regular coaching and mentoring for colleagues.
- Attend and contribute to Academy meetings.
- Participate in Performance Management accordance with Academy policy

The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably be assigned by the Principal. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions, including extra-curricular activities, are fulfilled through direct dialogue with employees, contractors and community members.

All staff take an active role in the Academy's care and guidance of students.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

The post holder will be subject to performance objectives agreed annually with the relevant body and these objectives will be reviewed annually.

Joint Lead Practitioner

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Recent Relevant professional development 	<ul style="list-style-type: none"> • Degree
Experience, Skills and Knowledge	<ul style="list-style-type: none"> • Knowledge and understanding of the National Curriculum, particularly statutory requirements • Understanding of what is required to secure effective teaching and learning • Proven record of excellent teaching • Proven record of success in raising student achievement • Knowledge and experience of using ICT • Ability to use assessment data in planning to raise standards of achievement • Ability to provide appropriate challenge for students • Knowledge and experience of using a range of behaviour management strategies and an ability to maintain good classroom discipline • Experience of leading staff development activities • Experience of coaching or mentoring of teachers to improve practice • Experience reviewing the quality of teaching within a learning area • Understanding of the practical application of Equal Opportunities in a school context 	
Personal Qualities	<ul style="list-style-type: none"> • Ability to motivate staff and students • Ability to coach and mentor colleagues to improve their performance • Good communication skills • Ability to work as part of a team • Ability to reflect • Ability to form and maintain appropriate relationships and personal boundaries with children • Emotional resilience in working in a range of challenging situations • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos 	