POLTAIR SCHOOL

Believe & Achieve

Ref No: POL08

Lead Practitioner of Maths

**With whole school responsibility
as a Deputy Raising Standards Leader**

Leadership Pay Scale L1 - 5

Closing Date │ 9.00am Friday 15th October 2021

Assistant Headteacher| Emma Owen

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Headteacher | Mark Everett

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Core Purpose

- o To support the work of the Mathematics department and at whole school level to raise standards of student attainment and achievement by developing and enhancing the teaching practice of others.
- o To support the work of the Mathematics department and Raising Standards Team to effectively evaluate the impact of and strategically plan for improvement in the quality of pedagogy across the school, particularly for KS4 students.
- o To work across Mathematics and other curriculum areas to develop own practice and knowledge, developing as a role model for exemplary teaching practice and standards.
- o To assist in the induction of ECTs and teachers new to the department, including the provision of CPD and demonstration lessons
- o To work as part of a coaching team in supporting colleagues in their teaching and learning development as identified by the Leadership Team.
- o To develop high-quality materials for teaching which offer exemplar material to other teachers within the department, including ICT materials.
- o To participate in other department or whole-school school improvement activity as directed by the Leadership Team of the school.

Key Roles and Responsibilities

Teaching and Learning
- o Evidence of being a highly successful Mathematics classroom practitioner, including evidence of exceptional student achievement over time.
- o To develop and enhance the teaching practice of all colleagues in Mathematics and across the school, with a particular focus on raising standards at KS4, implementing improvements where required.
- o To promote excellence in the classroom by researching and developing excellent pedagogical practice.
- o To share understanding of what makes 'quality first' teaching, and of effective intervention strategies through CPD.
- o To establish common standards of inclusive practice for students and develop the effectiveness of these principles in Mathematics and other subject areas.
- o To plan and evaluate interventions.
- o To support monitoring and evaluation of teaching and learning in accordance with school policy.

Staff Development
- o To work with the relevant teams to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- o To support, and where appropriate deliver CPD events through INSET, or other school CPD meetings.
- o To observe and feedback to other practitioners on their strengths and areas of development, through the school's programmes.
- o To research, pilot and deliver teaching and learning strategies and communicate their success through appropriate channels.

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- o   To welcome other practitioners to observe lessons.
- o   To participate in the school's ECT programme(s) where appropriate.

Assessment, Monitoring and Evaluation

- o   To support the establishment of robust assessment and evaluation processes to establish successes and improvements.
- o   To contribute to accurate and effective monitoring information that influences whole school teaching and learning strategies.

Operational

- o   To promote teamwork and to motivate staff to ensure effective working relations.
- o   To support the Mathematics curriculum leadership in the day-to-day line management of staff within the area, ensuring that they follow school policies and meet all requirements and deadlines.
- o   To be an exemplary practitioner of Mathematics.

General Responsibilities for All Employees

- o   To attend staff meetings and Trust-based INSET as required.
- o   The post holder is responsible for his/her own self-development on a continuous basis, undertaking any training/professional development as appropriate.
- o   To be aware of and work in accordance with the Trust's child protection policies and procedures, in order to safeguard and promote the welfare of children and young people, and to raise any concerns relating to such procedures that may be noted during the course of duty.
- o   To remain aware of and work in accordance with all relevant Trust working practices, policies and procedures.
- o   To be aware of and adhere to applicable rules, regulations, legislation and procedures including the Trust's Equal Opportunities Policy and Code of Conduct, Disciplinary and Grievance Policies and national legislation (including Health and Safety and Data Protection).
- o   To maintain at all times the utmost confidentiality with regard to all reports, records, personal data relating to staff and students and other information of a sensitive or confidential nature acquired in the course of undertaking duties for the Trust, with due regard to General Data Protection Regulations.
- o   To undertake any other duties as reasonably required by the Headteacher, to ensure the efficient and effective operation of the School.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. This job description is current at the date of appointment but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

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Key Criteria	Essential	Desirable
Qualifications & Experience	o QTS o a good quality Mathematics or closely related degree o an excellent track record of recent, relevant professional development o accountability for the performance of a cohort of young people o evidence of good/outstanding classroom practice o clear demonstration of the ability to coach/model best learning experiences to other teachers and staff	o innovative use of resources o leadership of a project or an area of school development o taking accountability for the success of an initiative
Knowledge & Understanding	o the principles and characteristics of good or better teaching in Mathematics o effective review and evaluation procedures o an ability to analyse data and information, identify patterns and trends and to formulate strategies for improving learning o experience of contributing to and delivering strategies to raise progress and achievement across Mathematics, including assessment for learning and creative pedagogies o an understanding of inclusive education	o different methods of consulting with stakeholders
Personal Qualities	o A strong commitment to safeguarding children and young people; full awareness and knowledge of current national legislation for safeguarding and child protection o ability to inspire confidence in staff, students, parents and others o reliability, integrity and stamina o vision, imagination and creativity o effective communication and interpersonal skills	o personal ambition and potential for further promotion o determination to succeed and the highest possible expectations of self and others
Leadership & Management	o work effectively both as a leader and as a member of the Mathematics team and the Raising Standards Team. o initiate, lead and manage change o prioritise, plan and organise o set high standards and provide a role model for students and staff o deal sensitively with people and resolve conflicts o seek advice and support when necessary	o motivate all those involved in the team o liaise effectively with other organisations and agencies

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Communication Skills	o communicate the vision of the school in relation to the development of teaching and learning o communicate effectively orally and in writing to a range of audiences	o develop, maintain and use an effective network of contacts
Decision Making Skills	o make decisions based on analysis, interpretation and understanding of relevant data and information o demonstrate good judgement	o think creatively and imaginatively to anticipate, identify and solve problems
Self-Management Skills	o prioritise and manage own time effectively o work under pressure and to deadlines	o achieve challenging professional goals o take responsibility for own professional development