

JOB DESCRIPTION

Post title:	Lead Practitioner
Academy:	Thomas Walling Primary Academy
Reporting to:	Head of School
Salary/Pay range:	Lead Practitioner Salary Scale (dependent upon experience)
Hours of work:	Full time

Purpose of Job

- To provide an example and model of teaching skills within the school, leading the improvement of teaching skills. To impact positively and directly on the quality of teaching and pupil outcomes within the school and where required, beyond the school.

Main Duties and Responsibilities

- To work alongside the Leadership Team to develop, implement and evaluate policies and practice, specifically those which focus on school improvement, promoting collective responsibility for implementation.
- Provide practical support to teachers to improve their teaching and learning skills. Typical activities will normally include:
 - coaching, mentoring and induction of teachers, including from trainees and NQTs to experienced classroom teachers
 - disseminating materials and advising on practice, research and continuing professional development
 - assessment and impact evaluation, including through demonstration, lessons and classroom observation
 - providing support to teachers who are experiencing difficulties in performance, including those being supported through a managerial support programme or going through a capability process
- To be responsible for and teach allocated classes.
- Actively role model and support others to effectively demonstrate flexibility and creativity in the design of learning sequences within lessons and across lessons so that lessons are effective and consistently well-matched to learning objectives and the needs of learners.
- Actively model and support others to integrate recent developments.
- Actively model and support others to effectively provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development that promotes pupil progress.
- Research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues.
- Improve the effectiveness of assessment practice in the workplace, including how to analyse statistical information to evaluate the effectiveness of teaching and learning across the school.

- Take a lead in planning collaboratively with colleagues in order to promote effective practice. When planning, identify and explore links within and between subjects/curriculum areas.
- Work with the Head of School to provide support for colleagues in understanding local and national statistical data as a basis for improving teaching and learning.
- Promote collaboration and work effectively as a team member, supporting others to develop such skills.
- Contribute to the professional development of colleagues using a broad range of techniques and skills appropriate to their needs (e.g. through delivery of group and 1-to-1 sessions as well as coaching and mentoring) demonstrating enhanced and effective practice, and effectively providing advice and feedback.
- Make well-founded appraisals of situations upon which advice is sought, applying high level skills in classroom observation to evaluate and advise colleagues on their work and devising and implementing effective strategies.
- Work effectively with staff and leadership, acting as a key link supporting the senior leadership to implement new policies and practice across the school.
- Work directly with colleagues individually and across school.

Health & Safety

- Ensuring that area of work complies with legislation relating to Health & Safety and observe and implement specific responsibilities in relation to these matters as detailed in the Policy for Health & Safety.
- Provide support in an emergency or evacuation situation, in a calm professional manner. Actively provide information to any emergency service when requested to do so.

Safeguarding

- Be aware and familiar with academy policies and other guidance on the safeguarding and promotion of wellbeing of children and young people. Taking appropriate action in accordance with academy policies and Keeping Children Safe in Education 2020 where required.