

Lead Teacher Job Description

Title: Lead Teacher

Accountable to: Head teacher of deployed school

Salary: L1- L4

Position Overview

The post will balance full classroom responsibility, whilst having the opportunity to spread your excellent practice and support and enable others. The post holder will be deployed to a targeted school, taking on classroom responsibility and providing interim leadership capacity in early reading to enable the school to rapidly improve. This targeted school will be agreed on a bi-annual basis and monitored by the Education team. In addition, the post holder will work closely with the English Hub, to develop as a literacy specialist teacher.

Main duties

- To provide interim senior leadership capacity, as the schools move through the stabilise and repair phases of school improvement.
- Lead early reading across the school, developing staff, and ensuring strong outcomes.
- Contribute to the strategic vision for the school's development.
- Have class teacher responsibility, consistently role modelling excellent practice.
- Support teacher development across the school, with a particular focus on early reading.
- Develop a strong teaching profile across the school.
- Work with the trust, to ensure rapid and sustained school improvement.
- Ensure sustainable leadership capacity is in place, enabling an exit from the school within 18- 24 months.

General Duties

- Form a part of the Senior Leadership Team, contributing to the strategic vision for the school's development.
- Whole school leadership responsibility defined by the Head teacher, to including but not limited to early reading.

- Role model outstanding practice in the school you are deployed to.
- Model lessons for observation to help others develop, with a particular focus on early reading.
- Deliver school professional learning, including staff meetings and input at inset.
- Act as appraisal team leader.
- Develop as a literacy specialist teacher, working alongside the Flying High English Hub.
- Contribute to delivering professional learning as part of the Flying High English Hub.
- Provide mentoring and coaching support to teachers across the school. This will include those who need additional support and ECTs.
- To provide an optimistic view and galvanise others, supporting the formation of a positive school culture.
- To contribute to ensuring that the school is 'Ofsted' ready.
- To link with key trust working groups aligned to teaching and learning and early reading, this maybe alongside another member of the school team where appropriate.
- Stay up to date on research, policy changes and national thinking, and disseminate across the trust.
- A commitment to engage in continuous professional development, ensuring a deep understanding of your subject area, national thinking, and national policy.
- Work closely with the English Hub leader, and team of literacy specialist teachers developing best practice in early reading.
- Support the Senior Leadership Team in maintaining high standards of behaviour in the classroom and around the school with due regard to the school's policy on behaviour and control of bullying.
- To link with key trust working groups aligned to teaching and learning and curriculum, this maybe alongside another member of the school team where appropriate.

Support

- Head teacher to provide day to day line management, to include allocation of responsibilities, performance management.
- Access to significant CPL to support leadership development, early reading, teaching and learning and any core subject responsibility.
- A member of the DQASI team to be allocated as a central team supporter. This person is not to be responsible for performance management but will complete 3 KITs throughout the year to discuss impact of the role, personal development, and any concerns.
- Director of Education to inform future deployments.
- Work alongside six other literacy specialists and the English hub lead within the Flying High English Hub team.

Other Areas

To work within the framework of national legislation and in accordance with the provisions of the School Teachers Pay and Conditions Document. In addition, the post is subject to compliance with:

- School policies and guidelines on the curriculum and school organisation
- School policies and procedures on other matters
- FHT policies and procedures
- National Professional Standards for Teachers
- The Conditions of Service for School Teachers in England and Wales and with any locally agreed conditions of employment
- Common core of skills and knowledge for the children's workforce.
- All teachers have a responsibility for providing and safeguarding the welfare of children and young person's s/he is responsible for or comes into contact with.
- Act as advocate of the Flying High Partnership, modelling the Trust values and behaviours

Job Requirements

The following requirements will be assessed through either the Application Form (AF), during the Interview (I) or as part of an Assessment (AST). – you need to be able to demonstrate how you will score this. The AF ones will be how you shortlist – these headings will be used in your shortlisting matrix

Criteria	Essential	Desirable
Qualifications & Training		
Qualified Teacher Status	AF	
National Professional Qualification for Senior Leadership		AF
Experience		
Successful experience as a consistently high performing teacher	AF/ I	AF/ I
Successful experience of whole school leadership responsibility	AF/ I	
Successful experience in leading early reading	AF/ I	
Experience and evidence of impact on early reading outcomes.	AF/ I	
Experience of successful and sustainable school improvement	AF/ I	
Evidence of managing or making a substantial contribution to the effective management of change.		
Experience of mentoring or coaching others	AF/ I	
Evidence of successful implementation of strategies to improve teaching and learning to raise the standards of achievement for all pupils.	AF/ I	
Evidence of working with parents and the community as partners in learning.	AF/ I	

Knowledge and understanding of:		
Developing and implementing strategies for school improvement, including data analysis and strategies for improving the quality of teaching and learning for all pupils.	AF/ I	
A deep understanding and passion for early reading.	AF/ I	
A deep understanding and passion for teaching and learning.	AF/ I	
Sound knowledge of educational policy developments, research and implication for in-school practices		AF/ I
Detailed knowledge of effective school improvement strategies	AF/ I	
Strategies to motivate and engage pupils to maximise learning opportunities and outcomes.	AF/ I	
How to promote inclusion and implement equal opportunities for all.		AF/ I
Management of pupils' behaviour and attitudes to learning and the ability to put this into practice.	AF/ I	
Engaging parents/carers in their children's learning and the work of the school.	AF/ I	
Clear understanding on safeguarding policy and practice	AF/ I	
Skills		
Prioritise, plan and organise their own work; direct, coordinate and provide professional direction to the work of others.	AF/ I	
A leader, with the ability to inspire and motivate colleagues, providing the appropriate balance of challenge and support	AF/ I	
Consistently role model excellent teaching and learning practice, forming positive relationships with all children.	AF/ I	
Skilled in coaching, mentoring and developing and enabling others.	AF/ I	

Have the ability to enable others to improve.	AF/ I	
Able to challenge underperformance and communicate high expectations to all.	AF/ I	
Ability to galvanise others, supporting the formation of a positive school culture	AF/ I	
Strong communication skills, able to keep all partners informed and	AF/ I	
Ability to strong relationships both within the school and across the trust	AF/ I	
Behaviors		
An ambitious and driven school leader	AF/ I	
Professional and approachable	AF/ I	
Proactive	AF/ I	
Positive attitude	AF/ I	
Demonstrates resilience	AF/ I	
Can work collaboratively with others and develop good working relationships	AF/ I	
Passionate and committed to the work of Flying High	AF/ I	
A commitment to self-reflection and personal development	AF/ I	