

Job Description

Post Holder	To be appointed	Salary Scale:	MPR/UPR) + TLR 2b (£4,788 pa)
Post title:	Lead Teacher (Practitioner) for Teaching and Learning in English		
Accountable to:	Headteacher		Permanent

This job description should be read in conjunction with that of a main scale teacher and the role above is in addition to the core responsibilities and duties of a teacher at Hounsdown School.

Specific responsibilities for the Lead Practitioner role will be discussed at interview and may reflect the experiences and strengths of the candidate.

Purpose: Core Responsibilities	<p>As one of the school's Lead Teachers for Teaching and Learning the post holder will:</p> <ul style="list-style-type: none"> • Under the direction of their SLT line manager and Subject Leader for English, be responsible for the development of key aspects of teaching and learning within English. • To take a full role within the school community as a middle leader. • To raise standards of student development, attainment, and achievement in English across the key stages and to monitor and support students' progress. • This role will also include specific responsibility for developing the teaching and learning within English including developing resources for one or more of the following areas to improve students overall progress and outcomes: <ul style="list-style-type: none"> ○ Boys ○ Lower ability students (below level 4 on entry in year 7) ○ More able students ○ SEN students ○ Pupil Premium / Disadvantaged • To act as a role model and champion for English teaching, being an outstanding teacher in the classroom modelling excellence in teaching and learning. • To provide outstanding teaching that encourages, supports and enables students to be successful learners. • To be a role model as a Middle Leader, upholding the vision and values of the school and embedding policies and practice. • Support the Subject Leader with behaviour management. Deputise for the subject leader in the absence of the second in Departments, attending meetings as requests and as necessary. • To assist the Subject Leader of English with the monitoring of the quality of learning and teaching within the subject ensure intervention strategies are put in place students' achievement and attainment. • Work with other Lead Teachers for Teaching and Learning across the school, to develop further the quality of teaching and learning within the school so that teaching and learning is consistently good and outstanding. • With the Subject Leader and other TLR holders raise students attainment, achievement and progress in English. • The role will involve supporting and assisting professional development opportunities for colleagues and supporting and leading programmes to improve individual teachers teaching e.g. improving and outstanding teacher programmes.
Reporting to:	The Subject Leader in English and Deputy Head for Professional Learning and ASHT for Professional Learning
Liaising with:	Headteacher, Leadership team, Teaching and support staff, external agencies,
Working time:	195 days per year. Full time
Disclosure level:	Enhanced

Core Purpose / Main Accountabilities	<p>The post holder will be responsible for leading, improving and developing the quality of teaching and students learning within English.</p> <ul style="list-style-type: none"> • Support and assist professional learning and inset delivery on learning and teaching aspects as identified in the School improvement plan or by SLT. Leading development inset and training on improving the quality of teaching and learning in English • Coordinating and leading training sessions for identified teachers to improve the quality of their teaching and students learning • Support SLT in the monitoring of the quality of learning and teaching across the school • Support individual colleagues who need to improve their teaching by providing mentoring / coaching or writing support plan for them to undertake and overseeing their actions and progress. • Provide support and training where appropriate to individual teachers to continue to improve their classroom teaching delivery and students' learning • Ensure learning and teaching is a key agenda item for discussion at department meetings • To lead department meetings or whole school inset as required to ensure that all colleagues are aware of national changes or initiatives with regards to teaching and learning • Contribute to the writing of the targets for the teaching and learning section of the school's improvement plan. • Co-Lead or Lead a SIP learning and teaching working group where requested • To be the department's champion, to research, promote and share the online subject resources provided by PIXL with department colleagues • To keep SLT apprised of any developments with regards to national teaching and learning developments & strategies and any concerns re the quality of teaching within the school.
Monitoring of progress	<ul style="list-style-type: none"> • To support the subject leader and SLT when requested in undertaking lesson observations in order to monitor and evaluate the quality of learning and teaching. • To write contributions to or impact reports as required on the developments and quality of teaching in the school for SLT or Governors.
Operational/Strategic Planning	<p>Develop and implement appropriate policies and practices in relation to developing a whole school focus on improving further the quality of learning and teaching.</p> <p>Establish and develop the school's learning and teaching culture, ethos and focus</p> <p>Contribute to the writing and review of the School's annual Improvement Plan in relation to improving the quality of teaching and learning.</p>
Staffing: Staff development Recruitment/ deployment of Staff	<p>Work with all teachers in the subject area to develop their classroom practice, employing strategies to engage and develop students' independence of learning and challenge for all students.</p> <p>To promote teamwork and to motivate staff to ensure effective working relations.</p> <p>To support and assist in the School's improving teacher and outstanding teacher development and other professional learning programmes.</p> <p>To advise on the potential of trainees undertaking training within the school and support the school's recruitment strategy.</p>
Quality assurance:	<p>With the subject leader monitor the quality of teaching and learning across the department as requested by SLT, making recommendations to the subject leader or SLT for improvements.</p>
Communications:	<p>To ensure effective communication with all staff and governors.</p>
Teaching:	<p>This job description should be read in conjunction with that of a main scale Teaching job description.</p>
Other specific duties and additional responsibilities	<p>To play a full part in the life of the school community leading by example as a role model and support the school's vision and ethos upholding our policy and practice.</p> <p>To actively engage in the performance management process and continue personal development. To undertake any other duty as specified by STPCB and not</p>

	mentioned above. To undertake any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
Additional Responsibility	Be willing to undertake a lunchtime duty at least one a week and be financially remunerated for this role.
Child Safety	We are committed to safeguarding and protecting the welfare of children and young people and expect all staff and volunteers to share this commitment. To ensure that the school's Safeguarding & Restraint Policy and practice is adhered to at all times; To be responsible for implementing and embedding the school's safeguarding policy & practice, alerting the appropriate colleagues or school's CPLO to welfare and safeguarding concerns.
Health & Safety	To be responsible for following the school's Health & Safety policy and practice, alerting the appropriate school staff to areas of concerns; To be responsible for completing health & safety training as required; To be responsible for the annual completion of your classroom's risk assessment.

This job description will be reviewed annually as part of the Performance Management Review or changed to meet need in consultation with the post holder during the year.

January 2022

PERSON SPECIFICATION

- Have experience of teaching at both KS3 & KS4 (GCSE) in English Language and English Literature
- Be an inspirational, outstanding or consistently good classroom teacher in English with at least three years teaching experience in an English Secondary School.
- Be skilled at using summative and formative assessments and data analysis to inform planning and differentiate in teaching to meet the needs of all learners in the class
- Evidence of good student outcomes with own teaching classes
- Be skilled at using new ICT technology to promote and enhance students learning
- Have a good working knowledge and understanding of both KS3 and KS4 National Curriculum programmes of study and new assessment objectives
- Have demonstrable evidence and proven experience of supporting other teachers of ITT students to improve their teaching practice
- Have the ability to influence others teaching practice to improve students' progress and outcomes
- Be able to use your own initiative and have a capacity to initiate change
- A team player
- An 'open' mindset to change
- A commitment to extra-curricular English support for students
- Experience of coaching or mentoring colleagues
- Experience of developing learning strategies to improve students outcomes.

Selection Criteria for Post of: Lead Practitioner for English (2:2)	
Qualifications Qualified Teacher Status Degree or equivalent academic qualification in English	
Experience Subject knowledge including assessment 2 years experience of teaching English in a English Secondary School Experience of both KS3 and KS4 English Literature and Language Teaching ability – successful teaching or teaching practice at secondary level, with a commitment to high quality teaching and willingness to share good practice Proven experience of impact in the classroom Evidence of appropriate professional development	
Skills and Abilities Have a good working knowledge and understanding of both KS3 and KS4 National Curriculum programmes of study and new assessment objectives Have the ability to influence others teaching practice to improve students' progress and outcomes Be able to use your own initiative and have a capacity to initiate change Experience of coaching or mentoring colleagues Experience of developing learning strategies to improve students outcomes. Excellent organisational skills and classroom management Ability to plan and teach lessons effectively, so that they are interesting, challenging and enjoyable Ability to motivate and inspire students to want to learn Ability to collaborate positively with colleagues and work towards common goals as a team member	

<p>Knowledge of current issues in the teaching of the specialist subject/s</p> <p>Awareness of whole school curriculum and assessment issues</p> <p>Commitment to raising levels of achievement</p> <p>Commitment to extra-curricular support for students</p> <p>Excellent attendance and punctuality</p> <p>Have demonstrable evidence and proven experience of supporting other teachers of ITT students to improve their teaching practice</p> <p>An 'open' mindset to change</p> <p>A commitment to extra-curricular English support for students</p> <p>Ability to manage students firmly, fairly and effectively – good behaviour management</p> <p>Excellent oral and written skills</p> <p>A team player</p> <p>Commitment to Equal Opportunities</p> <p>Excellent ICT skills</p> <p>Good personal presentation – a professional style of dress is expected</p> <p>Understanding of Safeguarding practice and DFE requirements</p> <p>Be skilled at using new ICT technology to promote and enhance students learning</p>	
<p>References</p> <p>Receipt of two supportive references without identification of areas of concern</p>	