



Leading Practitioner Job Description

Role of the Leading Practitioner:

To be an outstanding teacher and to model and lead improvement of teaching skills across the school.

To lead, develop and support effective teaching and learning to ensure all children maximise their potential and achieve the highest possible outcomes, in line with the school's expectations.

To improve the standards of pupil progress and attainment and ensure that improvements are maintained.

This is a class-based role with a regular leadership commitment.

This role will begin as the Leading Practitioner in either KS1 or Lower KS2, but has the flexibility to move to lead in other phases within the school.

Responsible to: Headteachers

Key Responsibilities:

Strategic Leadership:

The Leading Practitioner will be expected to:

1. Be a proactive member of the Senior Leadership Team.
2. Advise the Senior Leadership Team on the strategic development of teaching, learning and assessment in school.
3. Work effectively with colleagues at all levels, acting as a key link in supporting the HST (Headship Team) and SLT, to help develop and implement new policies and practice across the school that will underpin and drive school improvement.
4. Work with the HST, SENCO, other Leading Practitioner colleagues and teachers to identify and address areas requiring improvement, using the outcomes of formative and summative assessment, including data analysis, as appropriate.
5. Promote collective responsibility for the development and implementation of policies and practice.
6. Introduce and deliver new initiatives and support others to integrate recent developments.
7. Monitor the provision for and progress of all children, including those with SEND, LAC, EAL, Pupil Premium and school vulnerable, liaising with staff and appropriate agencies and ensure the high achievement of all pupils across the school.
8. Contribute to the creation and implementation of action plans, including the School Development Plan, as appropriate.
9. Support the development of high achieving learning environments which support and foster the achievement of all pupils.
10. Play a leading role in promoting the school's culture and ethos and be a positive role model.
11. To support existing networks, liaising with other schools in Croydon and collaborating with other schools or organisations as appropriate.

Delivering Teaching and Learning

The Leading Practitioner will be expected to:

12. Be responsible for the teaching and learning of pupils in an allocated class, and to teach other classes as appropriate.
13. Keep up to date with subject knowledge, research and outstanding pedagogic practice.
14. Exceed the Teachers' Standards as set out by the DfE.
15. Set high expectations which inspire, motivate and challenge pupils, providing pupils with detailed guidance on how they can improve their learning, particularly through assessment for learning.
16. Promote excellent outcomes by pupils, monitoring data closely and targeting children with individualised support, to ensure that the majority make very good progress.

17. Demonstrate excellent subject and curriculum knowledge, using subject-specific language accurately and consistently to help pupils develop knowledge and skills in the subject.
18. Plan and teach well-structured, imaginative, purposeful lessons, reflecting on the impact and creatively adapting future learning to fully meet the needs of individual children.
19. Adapt teaching to respond to the strengths and needs of all pupils, making use of in-depth, challenging questioning to enhance pupils' progress.
20. Make accurate and productive use of assessment, including: assessment for learning; a secure understanding of statutory assessment requirements and age related expectations; use of data analysis; moderating judgements with professional colleagues from Ridgeway and other schools.
21. Manage behaviour effectively to ensure a positive, high-achieving and safe learning environment.
22. Fulfil wider professional responsibilities, including: taking responsibility for their professional development and that of others; working collaboratively with colleagues on a daily basis; ensuring effective, timely communication with parents; seeking opportunities to contribute to the wider life and ethos of the school.

Improving Teaching and Learning:

The Leading Practitioner will be expected to:

23. Oversee standards in a phase group, monitoring and supporting colleagues.
24. Be able to make sound judgements of standards of teaching and give constructive feedback and advice to colleagues.
25. Provide practical support for teachers that enables them to improve their teaching skills, resulting in positive impact on pupil progress and attainment (e.g. by modelling aspirational teaching, team teaching, observing lessons and advising teachers how to improve the quality of their teaching, including resourcing).
26. Contribute to the professional development of colleagues using a broad range of techniques and skills (e.g. leading training sessions, coaching and mentoring, demonstrating enhanced and effective practice, and effectively providing advice and feedback).
27. Observe teaching and learning in practice and analyse children's outcomes, highlighting strengths and giving suggestions for improvement.
28. Take a lead in planning with colleagues in order to promote effective practice.
29. Evaluate the learning environment and support colleagues in developing an engaging and interactive environment that promotes learning for all.
30. Advise teachers on the effective deployment of additional adults in the classroom for the best impact on pupil outcomes.
31. Support colleagues in providing pupils, parents and carers with timely, accurate and constructive feedback on attainment, progress and areas for development.
32. Advise colleagues on the use of assessment for learning and its impact on pupil progress.
33. Provide advice to colleagues on the development and wellbeing of pupils.
34. Inform and extend own practice, and that of colleagues, through action research, drawing on research outcomes and other sources of external evidence.
35. Support colleagues to understand school, local and national statistical data as a basis for improving teaching and learning.
36. Support the induction of teachers, ECTs and trainees.
37. Provide support to teachers who are experiencing difficulties in performance, including those being supported through a support programme or going through a capability process.
38. Take an active role in driving school improvement, including taking responsibility for an area of the School Development Plan.

Other responsibilities:

The Leading Practitioner will be expected to:

39. Carry out such other duties as may reasonably be required from time to time to meet the evolving needs of the school.
40. To undertake outreach work in other settings and locations as required.