

Person Specification

Post: Lead Practitioner

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Accredited professional learning / evidence of sustained professional development, in teaching improvement and pedagogy 	<ul style="list-style-type: none"> • Postgraduate qualification related to teaching improvement • Coaching and mentoring qualification 	<ul style="list-style-type: none"> • Application • Certification
Experience	<ul style="list-style-type: none"> • Values driven • A sustained track record of strong / exceptional classroom practice, evidenced through outcomes, observation and impact • Improving the practice of others through coaching and mentoring • Working collaboratively to improve teaching and learning at the departmental level • Using assessment and QA data to identify strengths and development needs 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Understanding of the individual academy's context • Experience of leading school / trust-wide initiatives • Supporting early career teachers or colleagues requiring targeted improvement • Understanding the post-16 landscape (where relevant to the academy / college) 	<ul style="list-style-type: none"> • Application • Interview
Knowledge and skills	<ul style="list-style-type: none"> • Knowledge of effective pedagogy informed by educational research and practice • Ability to translate theory into practical, high-impact classroom strategies • Ability to challenge influence and support colleagues appropriately • Strong research and analytical skills, with the ability to interpret pupil data, quality assurance data and the latest research and translate this into effective support and coaching for colleagues • Commitment to safeguarding • Microsoft Office, especially Excel, Outlook and Word 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Knowledge of how AI and educational technology can be used ethically and effectively to enhance teaching and learning • Experience of contributing to curriculum design and refinement outside of own classroom. 	<ul style="list-style-type: none"> • Application • Interview • References
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy 	<ul style="list-style-type: none"> • Willingness to offer extra-curricular provision 	<ul style="list-style-type: none"> • Application • Interview • References