

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

