

PERSON SPECIFICATION

POST : Lead Practitioner

QUALITIES AND ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCED BY
TEACHING			
Appropriate teaching experience	✓		Application
Honours degree or equivalent	✓		Application
Consistently good and outstanding teaching	✓		Application
Further Study		✓	Application
Coaching/Instructional Coaching Experience		✓	Interview
KNOWLEDGE/UNDERSTANDING			
A Detailed knowledge and understanding of the relevant subject(s) curriculum	✓		Interview
An understanding of current research on Teaching and Learning	✓		Application/Interview
Secure knowledge and understanding of all National Curriculum requirements, the Behaviour, Attendance and Safeguarding strategies	✓		Application/Interview
Knowledge and understanding of relevant teacher development models	✓		Application/Interview
Knowledge and understanding of the ECF	✓		Application/Interview
MANAGEMENT			
Evidence of good student management and behaviour	✓		Interview
A commitment to raising standards and evidence where this has been achieved	✓		Application/Interview
Evidence of good people management skills	✓		Application/Interview
Excellent organisational and planning skills	✓		Interview
Excellent ability to analyse data	✓		Application/Interview
GENERAL/PERSONAL QUALITIES AND CHARACTERISTICS			
An effective team player, but can think and work independently	✓		Interview
Able to motivate students and staff	✓		Interview
Commitment to undertake personal and professional development	✓		Interview
Strong interpersonal skills, with good sense of humour	✓		Interview
Enthusiastic, ambitious and resilient	✓		Interview
An effective decision maker	✓		Interview
Willingness to support colleagues and challenge under performance	✓		Interview
Able to work under pressure and meet deadlines	✓		Interview
Commitment to school's co-operative values	✓		Interview
Behave in a way which will not bring the school into disrepute	✓		Interview
Commitment to staying fully informed of IT developments and their potential for raising standards	✓		Interview
Commitment to the school's aims and strategies for improving standards	✓		Interview
Commitment to Cross-Trust working	✓		Interview

JOB DESCRIPTION

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Post specific responsibilities:

- To be an excellent classroom practitioner who is able to role model effectively for other staff members
- To work alongside the head of faculty to develop, implement and evaluate a cohesive curriculum that ensures students develop knowledge, skills and understanding
- To develop plans, materials and resources to support the effective delivery of the curriculum
- To design and develop assessment materials that measure the impact of the curriculum and students' learning
- To work alongside senior and middle leaders to drive strategy as outlined in the academy development plan
- Provide highly-tailored coaching to team members to improve their pedagogy and practice
- To work alongside senior and middle leaders to design and deliver the CPD programme and Joint PPA programmes and evaluate their impact
- To support early career teachers and team members through instructional coaching
- To take a full and active part in quality assurance programmes both within your department and across the academy
- To be an active member of our teaching and learning group refining strategy and pedagogy
- To monitor students' achievement and progress and implement strategies that close gaps and support students' learning
- To utilise relevant research and implement within the department and beyond to support the learning and progress of staff and students.
- Carry out any other reasonable duties as requested by the Headteacher and her representatives.

Generic responsibilities of all staff:

- To enact our academy values and be a visible role model to students
- To use safeguarding and equality policies to ensure students are safe
- To consistently meet the Teacher Standards
- To consistently implement academy policy in relation to all aspects of teaching, learning, curriculum and assessment
- To ensure academy policy and practice are consistently implemented in regards to behaviour, standards and personal development and safeguarding
- To plan an active part in the life of the academy
- To work collaboratively with staff within the academy and beyond, to ensure that all aspects of our provision allow students to achieve our vision and mission

All Job Descriptions will be reviewed regularly