

Job Description: Lead Practitioner

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| Reports to: | Head of Department |
| Start date: | September 2023 |
| Location: | Ark Blake Academy |
| Salary: | Ark Lead Practitioner Pay Scale: LEAD1 - LEAD6 |
| Contract: | Permanent |
| Hours: | 08:00-17:00 |

This is a great opportunity for an aspiring leader to develop their career with the support of a leadership team committed to securing excellence in Teaching and Learning at Ark Blake Academy Academy.

The role of lead practitioner is vital to the continuing progress of the academy as we prepare to launch Key Stage 4. It is essential to how we will achieve the highest standard of learning and teaching in every classroom. Lead practitioners are exemplary classroom practitioners who secure student outcomes for all.

The lead practitioner will take a leading role in developing the classroom practice of teachers within their own faculty and across the school. The lead practitioner will work with a particular cohort of teachers, for example, trainees and those early in their careers. Lead practitioners carry out individual coaching, delivering inset or training, as required.

Key Responsibilities

- To develop and improve the practice of teachers so that inadequate teaching is consistently good or better
- To observe your teachers / coachees and provide high quality, diagnostic feedback that enables rapid and secure improvement
- To analyse and deconstruct the teaching and provide strategies that will impact on the areas for improvement
- To motivate and inspire your coachees to want to be consistently exemplary teachers
- To plan and lead inset to staff in line with the requirements of the academy
- To evaluate and measure the impact of the inset and provide follow up sessions that is informed by the evaluation
- To carry out learning walks with staff and to monitor consistency across the academy - then using this to inform further training for staff
- To develop and support effecting curriculum planning.

Outcomes and Activities

- To engage with evidence based research related to best practice.
- To strategically plan the coaching programme for each teacher / coachee.
- To sustain outstanding practice in your own classroom by constantly reflecting and engaging with professional development.

Teamwork

- To model the outstanding practice and to be observed as necessary so that staff can develop their own understanding of what good or better learning looks like.
- To work collaboratively and creatively with the teaching and learning coaching team and SLT Lead.
- To seek out exceptional practice from other institutions so that we continually develop our practice.
- Use your learning to develop new and effective approaches to teaching and learning across the Academy.
- Deliver high quality training and inset sessions to new staff (all levels).

Disseminating best practice based on educational research

- Identifying educational research to enhance existing practices.
- Support teachers in creating positive behaviour management through good teaching.
- Co-ordinating the assessment and analysis of data and information and developing action planning.
- Co-ordinating the assessment strategies to address underachievement and reducing disaffection.

Teaching and Learning

- Work with the Heads of Department to establish a subject development plan, target setting and review
- Implement and adhere to the academies behaviour management policy, ensuring the health and well-being of pupils is maintained at all times
- Participate in preparing student for external examinations
- Keep abreast of any developments within their subject area

Curriculum Setting and Assessment

- Develop high quality syllabuses and schemes of learning for all students that are inspiring for learners and teachers
- Work with the Heads of Department to monitor and assess teaching and learning within the subject
- Set regular, measurable and significant assessments for the students
- Maintain accurate student data that can be used to make teaching more effective
- To ensure the regular setting and completion of high-quality home learning activities

Academy Culture

- Support the Academy's culture, values and ethos by contributing to the development and implementation of policies practices
- Support and work in collaboration with colleagues and other professional in and beyond the school, covering lessons and providing other support as required

Other

- Undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development
- To undertake any other responsibilities as directed by the Principal and senior members
- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake training

Role review

This job description sets out the main duties of the post at the time of drafting. It cannot be read as an exhaustive list. These responsibilities will be discussed annually as part of the post holder's annual performance review and are subject to change. However, it may be altered at any time subject to need in consultation with the post holder subject to the Principal's approval.

Person Specification: Lead Practitioner

Qualification Criteria

- Qualified to degree level and above
- Qualified to teach and work in the UK
- Evidence of professional development

Experience

- Experience of raising attainment in a challenging classroom environment

- Experience of contributing to a high achieving department within a large secondary school environment
- Experience of delivering consistently outstanding lessons to students of all ages and abilities
- Experience of implementing behaviour management strategies consistently and effectively
- Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes
- Experience of leading successful enrichment and extracurricular activities which inspire and motivate learners
- Experience of providing professional development to teachers, including coaching, mentoring and training
- Experience of designing and developing resources to support learning across different subject areas
- Experience of preparing and leading training sessions
- Evidence of continually improving the teaching and learning in their subject area through schemes of work, assessment and extra-curricular activities etc.

Knowledge

- Knowledge of the latest educational research, findings and best practices
- Excellent knowledge of the National Curriculum for KS3, KS4 and ideally KS5 and a solid grounding in the assessment processes used to support planning and raise student attainment across these Key Stages
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

Leadership

- Effective team player and leader
- Ability to coach and manage staff
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all pupils

Leading the Curriculum

- Able to establish curriculum development, assessment, coordination and coaching
- Has good communication, planning and organisational skills
- High expectations for accountability and consistency
- Ability to design, implement and evaluate effective, imaginative and stimulating Schemes of learning

Teaching and Learning

- Excellent classroom practitioner – ensures that their own classroom practice models best practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward
- Has good communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and pupils
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Other

- This post is subject to an enhanced Disclosure and Barring Service check.
- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake training.

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click this [link](#).