|  |  |
| --- | --- |
| **Job Description** | |
| Post Title: | Lead Practitioner: English |
| Responsible to: | The post holder is directly accountable to the Assistant Headteacher |
| Grade and Terms and Conditions | LP 1-5 |
| **Job Purpose**   * To develop and implement teaching and learning initiatives and strategies within the department and with the wider Academy to raise the quality of teaching and therefore raise pupil standards and progress. * Providing inspirational, innovative and motivational leadership to enable all students and staff to achieve their highest potential * Support, develop, highlight, share and model strategies and resources of good practice. * To research and evaluate innovative teaching and learning practices and draw on research outcomes and other sources of external evidence, to inform own practice and that of colleagues. * To undertake monitoring and evaluation on the quality of teaching. * To support teachers at all levels, providing individual support and appropriate professional development to raise the quality of teaching for improvements in achievement. * To develop and evaluate the work of the curriculum area and subsequent improvement planning. * To take a lead role within the department in ensuring that progressive, engaging and high standards of work is drawn up and implemented. * To improve the confidence and attitude of pupils and parents towards languages, with an increase in uptake of languages at Key Stage 4. * Any other duties that supports the development of teaching and learning.   Teachers who are on the pay range for lead practitioners must “be an exemplar of teaching skills, lead the improvement of teaching skills in their school and carry out the professional responsibilities of a teacher other than a headteacher, including those responsibilities delegated by the headteacher”. | |
| **Shaping the Future** | * Take a lead in planning and developing capacity in leading teaching and learning within the department and through the Academy. * Identify and promote innovative and effective teaching strategies to meet the needs of all pupils. * To develop detailed schemes of work with the department, which are linked to assessment criteria. |
| **Leading Teaching and Learning** | * Model innovative and effective learning and teaching strategies in own classroom practice. * To develop strategies to improve interest, motivation and engagement in lessons. * To lead staff, by personal example, in achieving ‘good’ and better teaching and learning. * To use a wide range of strategies to support the development of ‘good’ and better teaching and learning within the department and throughout the school. * Disseminate resources and advise on practice, research and professional development provision. |
| **Developing Self and working with others** | * Identify key professional development needs within teaching and learning and ensure that these are addressed through professional development provision. * Contribute to the professional development (and performance management, where appropriate) of colleagues using a broad range of skills appropriate to their needs, to support effectiveness relating to aspects of teaching and learning. (e.g. coaching, mentoring, induction). * Work with teachers and support staff to develop their ability to effectively improve the quality of teaching. * Further own professional knowledge and management skills by attending courses, reading and participating fully in the development of other staff. |
| **Managing the Quality of Teaching and Learning** | * Monitor and evaluate the work of other teachers, providing constructive and developmental feedback on a frequent and regular basis and help them implement strategies to bring about improvement. * Undertake self-evaluation and development processes, including lesson observations, in order to identify good practice and priorities for development. * Co-ordinate strategies to achieve improvement priorities within the department and across the Academy. * Liaise with other teachers to ensure continuity and progression. |
| **Securing accountability** | * To demonstrate department attainment and progress data is in line with the Academy’s expectations. * Contribute to the departments and Academy’s on-going self-evaluation processes. * Regularly evaluate and report on the quality of teaching in the department and across the Academy, identifying areas and issues for further improvement. * Keep the development plan and self evaluation summaries up to date and report on progress to the Senior Leadership Team and to the governors. * To be responsible as a Team Leader, for the annual review of teaching staff, their performance management and individual interviews in order to plan their training and development needs. |
| **Strengthening communities** | * Work with our partner schools and leading edge network. * To be fully involved in meetings and duties of the governing body and its subcommittees. |
| **Generic Responsibilities** | * To undertake other tasks which may be reasonably requested by the Head teacher |