



JOB DESCRIPTION

LEAD PRACTITIONER

Pay Scale: **L 5 - 10**
Line Manager: **Deputy Headteacher**

1. JOB OUTLINE

In addition to the requirements of a teacher and any other agreed responsibilities.

- For 20% of teaching time, use and share skills in class room teaching with teachers in this and other schools or elsewhere, in order to help raise teaching and learning standards more widely.
- To engage in innovation and dissemination of effective practice with other teachers and members of the LA.
- To provide a lead in teaching and learning in school at all times and within the specific priorities of improving the quality of T&L to be at least good overall.

2. KEY RESPONSIBILITIES

a. Teaching and Learning

- Plan lessons and team teach with other teachers in the school and as required to model effective teaching, to a class or target group of pupils e.g. MAP, EAL, SEN.
- Observe lessons both formally and informally.
- Feedback to teachers and set appropriate targets.
- To coach teachers to develop their own teaching skills.
- To teach lessons that lead to outcomes that are consistently amongst the best in the school and that compare very well to national results.

b. Leading and supporting staff

- Support HoFs with regard to schemes of work and development of T&L.
- Advise teachers on classroom organisation and management, lesson planning and appropriate teaching methods e.g. differentiation, pace and challenge.
- Provide advice on developing behaviours for learning.
- Act as a consultant to departments.
- Develop strategies for students experiencing difficulties.
- Participate in initial teacher training (ITT) and mentoring of NQTs.
- Assist teachers who are experiencing difficulties.
- Plan and deliver whole school or targeted INSET to staff.
- Lead groups of staff in CPD activities and evaluate outcomes.
- Provide specific advice, drawing on up-to-date research and developments.
- Support the Performance Management and Capability processes as required.
- Ensure that teachers receiving support develop sustainable practice.
- Collect data to inform school developments.
- Participate in interviews by monitoring teaching expertise.
- Develop the school's T&L policy.

c. Monitoring, recording and reporting

- Produce and maintain records of visits to schools.
- Complete a termly summary and report of in-reach work.

d. General

- Produce high quality teaching resources and materials, including video recordings of lessons for dissemination in school.
- Distribute materials relating to best practice and educational research to other teachers.
- Attend AST network meetings as required.
- Engage with appropriate training opportunities to promote CPD in this role.

3. JOB CONTEXT

This post is for teachers who consistently demonstrate that they are delivering outstanding lessons and outcomes for students. It is beyond the Expert Teacher band and as such requires the commitment to develop Teaching and Learning across the school.

4. REVIEW OF DUTIES

The specific duties attached to any individual teacher are subject to annual review and may, after discussion with the teacher, be changed.

5. LINE MANAGEMENT RESPONSIBILITIES

There are no Line Management responsibilities for this post.

6. KNOWLEDGE, EXPERIENCE AND COMPETENCIES

- Taught Maths in a secondary school.
- Understanding of successful strategies and techniques to improve student outcomes.
- High level of personal skills in developing teams and motivating staff
- Provide a role model for professional practice in the faculty
- Make a distinctive contribution to the success of the faculty
- Contribute effectively to the faculty.

7. QUALIFICATIONS

Specific qualifications required for a teacher.

8. PHYSICAL EFFORT

The job will involve moving resources when necessary. Therefore the post holder must be able to complete this.

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the DBS as part of Hertfordshire County Council's pre-employment checks. Please note that additional information referring to the Disclosure and Barring Service is in the guidance notes to the application form. If you are invited to an interview you will receive more information.

This role will be reviewed annually as part of the appraisal process.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.