



Job Description

Truro and Penwith Academy Trust is a supportive and collaborative organisation with one primary focus: the improvement of teaching and learning within Cornwall.

Job Title:	Lead Practitioner Teacher
Salary Range:	Lead Practitioner 1 – Lead Practitioner 5
Hours:	1.0 fte
Base:	St Ives School
Responsible to:	Head of Science
Responsible for:	The provision of high quality teaching, intervention and student support
Important Functional Relationships: Internal/External	TPAT, Local Governing Body, Teachers, Support Staff, Pupils, Parents/Carers, External Agencies

Main Purpose of the Job:
<ul style="list-style-type: none"> • Spread expertise of teaching Science using engaging pedagogies across the department, developing resources, strategies and techniques and using coaching, mentoring, modelling and team teaching as appropriate. • To take a lead role in the creation of a transformational school community by developing and leading an exciting Science curriculum which enables the highest level of student progress and attainment. • To lead and inspire teachers and support staff working in the Science and computing faculty. • To provide high quality teaching, intervention and student support.

Main Duties and Responsibilities:
<p>Strategic Direction and Development:</p> <ul style="list-style-type: none"> • Work in close partnership with and support the Head of Faculty in the effective day to day management of the faculty; and to monitor and evaluate the quality of teaching and standards of pupil achievement; • Support the Head of Faculty to develop a strong learning environment that has at its centre high expectations of learning, work, performance, academic achievement and behaviour; • Lead teachers in ensuring that all teaching and learning and assessment policies and protocols are in place and up to date in the faculty; • Lead by example in curriculum development, learning and teaching, classroom management, creating a quality learning environment and accessing continual professional development; • Be a strong advocate for change and champion school improvement; • Convey a positive “can do” attitude, motivate and inspire staff and present a positive ‘united front’ to secure successful outcomes of school initiatives; • To actively support and promote positive and professional working relationships, giving and receiving constructive feedback aimed at developing the quality of relationships and the team’s performance;

- To ensure that performance of staff for whom you are responsible is monitored, and that the process of supervision and appraisal, as set out in the school's policies and procedures, is reliably followed and recorded. This includes identifying their training and development needs and making every effort to have those needs met;
- Evaluate the effectiveness of initiatives and strategies within your area of responsibility and across the faculty to raise standards and improve performance;
- To attend meetings (which may sometimes occur outside education hours);
- There is an expectation that you will communicate information in a clear, legible, objective and professional manner, in a variety of ways, using the required level of confidentiality. This includes the use of email and computer based systems as they come into use.

Teaching and Learning:

- Demonstration of excellence in teaching and contribute to leading the improvement of teaching skills;
- Establish creative, responsive and effective approaches to learning and teaching and ensure a culture and ethos of challenge and support where pupils can have a voice, achieve success and become highly engaged in their own learning and be enabled to actively support the learning of others;
- Monitor the effectiveness of teaching and learning including teachers' planning, monitoring planning, work sampling and scrutiny, lesson observations, supporting auditing and reporting outcomes, successful or otherwise and planning next steps and future actions;
- To be a proactive and productive member of staff, working co-operatively and altruistically to support the work, aims, and vision of the school.
- To use effective teaching strategies and lesson structures to deliver the curriculum by:
- Being familiar with curriculum requirements and making full use of assessment information to develop, adapt and evaluate teaching strategies to give maximum benefit to a child/young person;
- Sequencing and structuring learning experiences and environments to develop organisational and problem solving skills to encourage independent learning;
- Selecting and managing resources, using specialised materials including ICT, as appropriate, to enable maximum access to the curriculum and to promote independent living skills;
- Ensuring a high standard of display to provide a stimulating and challenging environment.
- Have particular regard for the needs and barriers faced by disadvantaged and vulnerable children and provide effective teaching and support to ensure that they make strong progress in their educational and social development, supporting successful progression to post 16 education.
- Celebrate diversity and inclusion and be a positive role model, giving full support to the school's policies regarding equality of opportunity, the school's code of conduct and national legislation.

School Culture

- Make a significant contribution to the development of school culture and ethos that is utterly committed to high achievement and exemplary behaviour for all.
- Live the values of the academy by modelling caring and respectful behaviour towards others.
- Support the school's vision by contributing to the consistent implementation of policies practices and procedures.
- Work alongside other school leaders to help create a strong community of learners, characterised by everyone seeking advice on how to improve and develop.
- Support, work in collaboration and share best practice with colleagues and other professionals in and beyond the school.
- Ensure the commitment of all staff in the faculty to a culture of safeguarding which protects all students from harm.

Other Duties and Responsibilities:

- Undertake other various responsibilities as directed by the Head of Faculty, members of the SLT or Head of School.
- Be aware of and work in accordance with the school's child protection policies and procedures in order to safeguard and promote the welfare of children and to raise any concerns relating to such procedures that may be noted during the course of duty.
- Undertake the main professional duties of a teacher and school leader as set out in the St Ives Schools pay and conditions of service.

This job description is not exhaustive and does not form part of your contract of employment. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation. This document will be reviewed annually as part of the appraisal process or as appropriate.

The Trust is committed to safeguarding, promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.

Last Updated October 2021

PERSON SPECIFICATION – LEAD PRACTITIONER TEACHER

Person Specification:	Essential	Desirable	Recruiting Method
Education and Training	<p>Qualified Teacher Status</p> <p>Post Graduate Level Qualification or recognised alternative</p> <p>Evidence of continuing professional development</p>	<p>Appropriate experience.</p> <p>Science or Science based degree</p> <p>NPQML</p>	<p>Application</p>
Skills and Experience	<p>Demonstrate excellence in teaching</p> <p>Demonstrate high quality teaching strategies</p> <p>Ability to improve teaching skills across a school</p> <p>Proven experience of raising standards of teaching, learning and assessment</p> <p>Curriculum management – planning, teaching and assessment</p> <p>Ability to analyse data in relation to developmental planning</p> <p>Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes</p> <p>Experience of having contributed to the design, implementation and evaluation of imaginative and inspiring Schemes of Learning</p>	<p>Experience of leading staff and securing school improvement</p> <p>Subject specialism</p> <p>Deal successfully with conflict resolution</p>	<p>Application</p> <p>Interview</p> <p>Assessment</p>
Specialist Knowledge and Skills	<p>Leadership</p> <p>Highly effective leader, team builder and coach</p> <p>Resilient, motivated and committed to raising standards of achievement and enabling others to sustain school improvement</p> <p>Positive role model to staff and students</p> <p>Genuine passion for education and a belief in the potential of every student. An advocate for Growth Mindsets</p> <p>Motivation to continually improve own practice and that of others to</p>	<p>Experience of leading whole school improvement.</p> <p>Experience of leading staff training</p> <p>Up to date knowledge of statutory regulations & guidance</p>	<p>Application</p> <p>Interview</p> <p>Assessment</p>

	<p>raise standards and achieve excellence</p> <p>Commitment to the safeguarding and welfare of all students</p> <p>Excellent communication, planning and organisational skills</p> <p>Leading the Curriculum</p> <p>Able to lead the development and review of curriculum and schemes of learning in the faculty</p> <p>Effective leadership, coordination and monitoring of assessment</p> <p>Active monitoring of student progress and deployment of effective intervention to promote rapid and sustained progress</p> <p>High expectations for accountability and consistency and for the contribution of others</p> <p>Leading Teaching and Learning</p> <p>Passionate about the teaching of Science</p> <p>Outstanding classroom practitioner, mentor and coach</p> <p>Ability to reflect on teaching and learning to continually improve the practice of self and others Thinks strategically about developing classroom practice and adapting teaching and learning to meet student needs</p> <p>Uses and interprets complex student data to inform planning and raise student attainment</p> <p>Creates a positive learning environment within the faculty</p> <p>Commitment to regular and on-going professional development and training to establish outstanding classroom practice</p>		
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	Establish exemplary student behaviour across a faculty team by supporting others to be highly effective in engaging students in learning		
Behaviours and Values	<p>Be an effective team player that works collaboratively & effectively with others</p> <p>Able to listen and empathise</p> <p>Able to influence and motivate others</p> <p>Excellent communication skills</p> <p>Sustains energy, optimism and motivation: welcomes challenge, innovation and new ideas</p> <p>Stays calm in difficult situations and maintains clarity of vision</p> <p>Makes decisions based on evidence</p> <p>Open to feedback and advice</p> <p>Motivational leadership</p> <p>Promote a culture of high performance</p> <p>Collaborative working</p> <p>Workforce resilience</p> <p>High level of emotional intelligence</p> <p>Trust and integrity</p>	Communicate effectively to a wide range of different audiences	Application Interview Assessment

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