



Leading Practitioner February 2018

Job title: Leading Practitioner & subject lead

Salary: MPS / UPS / L1-4

Responsible to: Headteacher

Leading Practitioner Post

The School Teachers' Pay and Conditions Document 2013 indicates Leading Practitioners should be an 'exemplar of teaching skills, lead the improvement of teaching skills, as well as take a leadership role in developing, implementing and evaluation policies in their workplace that contribute to school improvement'.

Main Purpose of the Job:

To secure outstanding outcomes for pupils through outstanding provision.

- Modelling outstanding planning, assessment and teaching in order to support staff in the school to achieve high quality teaching, effective use of resources and the highest standards of learning and achievement for all pupils.
- To liaise effectively with colleagues to ensure consistency of approach in teaching and learning across the whole school.
- To promote the vision, culture and ethos of the school.

Duties and Responsibilities:

In addition to the responsibilities of a Teacher, as set out by the Subject Teacher job description and the school teachers' pay and conditions document, the holder of this post is expected to carry out the professional duties described below, as circumstances may require and in accordance with the school's policies under the direction of the Head Teacher.

Leadership

- Motivate, challenge and inspire colleagues to provide outstanding provision for our pupils, leading to outstanding outcomes.
- Provide an excellent role model for pupils and for staff, by classroom practice and behaviour that sets a standard for others.
- Work with colleagues to develop an innovative and creative curriculum designed around the particular needs of our pupils.
- Develop a coherent, shared vision for learning through teamwork, collaboration and sharing of best practice, ensuring a consistent approach to teaching.
- Seek out best practice, through networks and research, to share with colleagues.
- Use data analysis to identify trends in attainment and to identify individuals/groups that are under attaining or are at risk of doing so. Identify patterns of attainment.



- Use data analysis to identify areas where individuals/groups of colleagues or the whole school may need support in order to improve outcomes of pupils.
- Contribute to appraisal.
- Lead on a whole school subject
 - Providing specialist advice and coaching in that subject,
 - Create long and medium term plans developed with feedback from colleagues and based on well-researched methodology,
 - Develop assessment systems for that subject that inform planning and provision, providing accurate feedback for teachers.

Professional Development of Colleagues

- Prepare and run professional development courses for staff of Manor School and others in our partnership.
- Design programmes of support for individuals from Manor School and other schools in our partnership.
- Provide model lessons.
- Support colleagues in developing strategies to improve outcomes for pupils experiencing difficulties, including individuals/groups that are under attaining or are at risk of doing so.
- Keep colleagues up to date with developments in best practice identified through networks and research.

Professional Development of Staff

- Be proactive in seeking out networks and research in order to identify best practice and latest development.
- Carry out action research.

Supporting Pupil Attainment

- Support or lead strategies for accelerating the progress for particular individuals or groups of underachieving pupils.

These duties and responsibilities should be regarded as neither exclusive nor exhaustive as the post holder may be required to undertake other reasonable duties as and when required.

Manor School is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This post involves the type of work with children and young people, that require applicants to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post. All cases are considered confidentially and according to the nature of the role and information disclosed.