



JOB DESCRIPTION

Chosen Hill School – Job Description

Job Title	Lead Practitioner - English	Location	Chosen Hill School, Churchdown
Job description			
Core purpose			
The post holder will be responsible alongside the Head of Department for the development of Pedagogy & Practice in English as part of the wider school curriculum, ensuring students make outstanding progress in their learning across all key stages. The Post holder will lead KS5 English and support the delivery of whole school literacy and the reading strategy.			
Key Accountabilities:			
Developing Pedagogy & Practice in English as part of the wider curriculum			
<ul style="list-style-type: none">• To develop teaching and learning across the full ability range and ensure students are praised and rewarded for their achievements, whilst making sure all students can make progress in line with their starting points.• To work with the Head of Faculty to continually review and revise Faculty policies to maximise their effectiveness on teaching and learning.• To work collaboratively with staff and other lead practitioners to drive learning and teaching across the school.• To develop Pedagogy & Practice and support with raising its profile as part of the wider curriculum at all key stages in English.• To strengthen and develop the school's current curriculum offer, implementing new schemes of work to provide students with a positive and stimulating learning experience which effectively prepares them for their Language and Literature GCSEs.• To play a key role in the implementation of effective and motivating schemes of work in preparation for the curriculum changes that lay ahead as part of the DIP for 2023-5.• To contribute to staff training on curriculum development within the school.• To support the leadership and management of the faculty, contributing to the self-Supported evaluation process and Department Improvement Plans by evaluating learning and teaching and its impact on student progress.• To support the delivery of whole school literacy and reading strategy.			



- To contribute to the whole-school literacy CPD programme so that teachers are secure in reading routines and developing reading fluency.
- To work closely with the English Faculty and Senior Leadership Team to review reading data, monitor whole school reading and agree intervention groups.

Intervention and Support

- To regularly review and analyse teacher assessment data, working closely with the Head of Faculty and key stage leader to identify students requiring additional support.
- To analyse assessment results to devise effective ways of raising achievement of all students including pupil premium students and Higher Starting Point ones.
- To liaise with parents and encourage parents to support the development of their child's English learning.
- To work closely with the Library and Pastoral Leaders to deliver an effective Reading Programme
- To contribute to a whole-school vibrant reading culture and support Library events and initiatives.

Working with colleagues on classroom practice

- To model excellent practice and to be observed as necessary, so that staff can develop their own understanding of what good learning looks like.
- To work collaboratively and creatively with the school's coaching team and senior lead for learning and teaching.
- To identify continuing professional development needs for individuals and the Faculty.
- To observe and analyse lessons and give supportive and informative feedback.
- To carry out learning walks and undertake other Quality Assurance activities as directed by the Head of Faculty with the aim of monitoring standards and improving teaching and learning within the subject area, identifying further training needs where necessary.
- To support colleagues, as identified, through the coaching programme.
- To plan and deliver high quality training and INSET sessions to staff.
- To evaluate and measure the impact of training activities and INSET sessions.

Accountability

Lead Practitioners are accountable to the Head of Faculty and the Assistant Head Teacher in charge of Teaching and Learning.



Person Specification- Lead Practitioner - English

Job Title: Lead Practitioner - English		
	Essential	Desirable
Qualifications		
Qualified Teacher Status	X	
Degree in relevant subject area	X	
Evidence of relevant post-graduate training e.g. NPQLL (National Professional Qualification Leading Literacy).		X
Experience		
Evidence of successful teaching experience at Key Stage 3 and 4	X	
Evidence of successfully using a range of effective learning and teaching styles including the use of ICT	X	
Excellent classroom management skills	X	
Be an excellent practitioner	X	
Evidence of active involvement in school-wide provision or initiatives		X
Evidence of successful teaching at post-16		X
Evidence of raising student achievement	X	
Evidence of successful involvement in behaviour improvement initiatives		X
Experience of involvement in developing and supporting colleagues through coaching, mentoring, etc	X	
Professional knowledge & understanding		
Knowledge of recent developments on subject	X	
Ability to use target setting to raise outcomes	X	
Have overall understanding of National Curriculum and recent developments affecting secondary education	X	
Active involvement in curriculum development initiatives		X
Students		
Ability to develop and sustain successful relationships with students	X	
Ability to recognise individual learning needs and ensure adequate curriculum provision	X	
Commitment to raising the achievement of all students of all ages and abilities	X	
Evidence of effectively using assessment data to inform teaching and learning	X	
Evidence of giving effective feedback which informs next steps for students	X	
Evidence of involvement in pastoral care and willingness to take a Learning Mentor role.	X	



Interpersonal and Communication Skills		
Ability to develop and sustain successful relationships with colleagues at all levels	X	
Ability to work effectively as part of a team	X	
Excellent organisational skills, ability to work under pressure and meet deadlines	X	
Ability to plan, monitor, evaluate and review	X	
Enthusiasm, energy, resourcefulness, creativity	X	
Ability to communicate (verbally & in writing) with all members of the school community clearly	X	
The ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the GLF Safeguarding and Child Protection Policy and the Staff Code of Conduct	X	
Continuous Professional Development		
Evidence of participating in relevant CPD provided by the employer	X	
Safeguarding		
<p>Chosen Hill School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under-represented groups including those based on, ethnicity, gender, transgender, age, disability, sexual orientation or religion.</p>		

May 2023