**Pikes Lane Primary School**

**Senior Leadership Vacancy from September 2020**

**Lead Practitioner P1-P5 £41,266 - £45,543**

**Letter from the Headteacher**

Dear Applicant,

Thank you for your interest in the position of Lead Practitioner at Pikes Lane Primary School. We are proud of our talented team at Pikes Lane and we are looking for the right candidate to complement the skills we have across our school.

This newly created post is part of our drive for curriculum excellence and this role will drive the pedagogy strand of our curriculum; the ‘how’ we teach at Pikes Lane. This role sits well alongside the TLR we have for Curriculum design, which is very much about ‘what’ we deliver as part of our curriculum programme of study.

Pikes Lane is centrally located in Bolton town centre and enjoys a multicultural community position. We work closely with a group of thirteen schools as a collaborative across the LA as well as in partnership with two local teaching schools, Ladywood TSA in Bolton and the Alliance for Learning in Altrincham. These partnerships facilitate many opportunities for staff development and are part of our vision to be at the forefront of educational practice; making use of research and carefully considering pedagogy within our teaching styles.

This unique role is a real opportunity to join a dynamic team working within a diverse and vibrant school community. We are looking for outstanding, dedicated and ambitious professionals who will add value to our school, both in and outside the classroom, and someone who is eager to develop their capacity as a future leader. You will be joining a highly innovative, inspirational and ambitious organisation, so we are seeking outstanding candidates who can realise the highest possible quality of services to support our educational vision. You will help develop strong leadership and effective support to colleagues, to enable the organisation to achieve the best possible outcomes for pupils.

Arranging a visit to our school would be the best way to gauge your suitability for the post and to see what we can offer you. This is an exciting and a rewarding role and we are look forward to receiving your application.

Yours sincerely,

Ms J Lindon

Headteacher

Mrs R Speak

Chair of Governors

**Job Description**

The main responsibilities will be to ensure that all pupils are given the opportunity to achieve their full potential, thereby raising standards. The Lead Practitioner will be expected to work across our school to respond to the changing pedagogical needs within the staff profile.

The Lead Practitioner will demonstrate high quality teaching, successful outcomes for pupils and an ability to coach others successfully (including support staff). They will also have an exceptional understanding of the primary curriculum and assessment as it relates to the primary phase. They will know how to research and develop best practice, work at a pace and inspire others in the endless goal enable our pupils to achieve their best and puts learning and achievement at the heart of what they do.

**Purpose of the Post**

• To enhance the quality of teaching and learning

• To promote the raising of aspiration and achievement, with particular reference to targeted cohorts.

• At times to be placed in a class with less experienced teacher/s to develop their skills intensively over a short period.

• To teach classes for short periods if needed.

**Relationships**

The post holder is accountable to the Headteacher in respect of carrying out duties. The post holder will interact on a professional level with colleagues and seek to establish and maintain productive relationships to promote mutual understanding of student progress, with the aim of improving the quality of teaching and learning in the school.

**Particular Responsibilities**

• teach pupils across the primary age range in accordance with the professional duties of a teacher

• carry out duties in line with the management and working practices of the school

• take a lead role in intervention strategies

• take a lead role in research and development and share good practice across the school

• to promote the ethos of the school

• support professional learning groups of staff and encourage a shared understanding of the contribution the appropriate subject can make to all aspects of pupils’ lives

• contribute to self-evaluation and the School Development Plan

**Supporting and Developing**

• motivate and enable staff to plan for and support raising achievement in all cohorts and monitor outcomes

• promote strategies which support differentiation, inclusion and positive behaviour

• ensure staff are well informed about innovation and developments in research

• provide appropriate help and support to those colleagues who experience difficulty in the classroom under the direction of the HT/DHT/AHT

**Teaching and Learning**

• promote a positive climate for learning

• act as a role model, guide and coach in the development of teaching and learning

• use own practice as an example of high quality teaching and learning

• disseminate materials relating to pedagogy and educational research

• develop and deliver extra learning activities

**Deployment of Resources**

• contribute to School improvement through participation in meetings/working groups and systems necessary to support the management of the School

• take responsibility for own professional development

• to teach pupils and carry out such other associated duties as are reasonably assigned by the Headteacher

**Person Specification**

**Essential Qualifications and Experience**

* Qualified Teacher Status
* Degree or equivalent
* Established and evidenced practice as an outstanding teacher over a prolonged period
* Professional Development
* Evidence of a commitment to own professional development Teaching & Learning
* Outstanding classroom practitioner
* Proven ability to raise standards in classrooms other than their own
* Experience of middle or senior leadership roles
* Experience of more than one primary phase or key stage
* Experience of leading teaching and learning initiatives beyond their own classroom
* Experience of giving effective feedback to colleagues about professional performance
* Experience of coaching and mentoring colleagues
* Experience of conducting lesson observations

**Knowledge**

* Use of assessment and attainment information to improve practice and raise standards
* Use of strategies to promote good learning relationships and high attainment in an inclusive environment
* Vision for the developments of Teaching and Learning
* Strategies to enhance teaching and learning
* Use of intervention strategies to address identified issues for development
* Awareness of the latest developments and initiatives in education
* Knowledge of how children learn
* Understanding of variety of pedagogical techniques
* Familiar with use of metacognition in the classroom
* Secure and sustain effective teaching through structured monitoring and evaluation of all aspects of teaching and learning and active participation in the school’s monitoring activities

**Skills and experience**

* Excellent interpersonal and communication skills
* The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience
* Developing high quality learning strategies and monitoring learner progress to raise attainment
* Evidence of high achievement in teaching across two Key Stages
* Working effectively as a middle leader or currently leading a key school wide responsibility
* Experience of contribution to the professional development/mentoring of colleagues
* Effective use of Assessment for Learning to engage learners as partners in their learning
* Ability to establish curriculum development, assessment and coordination
* Ability to plan and resource effective interventions to meet curricular objectives
* Development of partnerships with other schools, business and the community