



Job Description

POST:	Lead Teacher - Primary
RESPONSIBLE TO:	Executive Lead - Primaries
RESPONSIBLE FOR:	Delivering high quality primary teaching and learning across the Trust
SALARY:	L1-L5

PURPOSE:

To work within different primary schools across the Trust to plan and deliver high quality teaching to identified classes of pupils under the direction of the Executive Lead for Primaries. Most placements will last for at least half a term and could be within any year group.

To make a major contribution to improving pupil outcomes within the identified classes by ensuring planning, teaching, assessment and behaviour management is highly effective and in line with Trust policies and procedures.

To support other teachers to improve their effectiveness; modelling excellent practice and providing professional mentoring and to consistently teach high quality lessons which bring about excellent outcomes for pupils.

To support the leadership team of the school to address issues they have identified in the quality of provision within the identified class.

To provide a model of best practice in teaching, learning and assessment.

The post holder is expected to carry out the professional duties of a Lead Practitioner teacher in accordance with Part 11 of the current DCFS Teachers' Pay and Conditions document and those described in the Outcomes. The post holder is expected to meet all the Core and Post Threshold, Excellent and Advanced Skills Professional Standards for Teachers.

PRINCIPAL ACCOUNTABILITIES

Strategic Direction and Development

- Contribute to and model policies and practices which promote high achievement through effective teaching and learning.
- Analysing national, local and Academy data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies.



Learning & Teaching

- To work as a lead practitioner across the primary schools in the Trust to develop teaching and learning strategies that are effective and enable students to achieve challenging targets
- To plan and teach highly effective lessons in the schools / classes in which you are deployed to ensure all groups of pupils achieve well
- To work with the relevant Head of School and Executive Lead for Primaries to identify pupils at risk of underachieving ensure targeted teaching and intervention is in place to accelerate progress
- To support the development of staff expertise in primary teaching
- To represent The Constellation Trust in whichever school the deployment takes place to ensure that Trust Policies and Procedures modelled effectively, particularly in relation to teaching, learning, assessment and behaviour
- Keep up to date with current educational research and disseminate relevant information to colleagues
- To prepare and use performance and contextual data to track individual students and inform performance
- Be committed to the use of new technologies to improve teaching and learning
- Provide demonstration lessons and model best practice to colleagues as required

Leading and Supporting Staff

- To support school improvement through professional mentoring and coaching of colleagues
- To model excellent practice and lead others in the development of new pedagogies
- To support other teachers to develop their expertise in planning preparation and assessment
- To create and share resources that support the development of assessment for learning strategies
- To contribute to the quality assurance of primary teaching by working with the Executive Lead for Primaries to support with quality assurance procedures where required
- To ensure support staff are deployed effectively to maximise the impact on learning
- To actively support the vision, ethos and policies of the Academy and the Trust

Continuing Professional Development

- To support the professional development of primary colleagues in devising and preparing innovative teaching and learning strategies
- To actively participate in the Trust's Performance Management processes for colleagues
- Reflect on and address own professional development needs
- Help to identify the professional development needs of colleagues
- Facilitate the professional development of colleagues and contribute to the Academy's bespoke CPD programme
- Initiate, and evaluate, action led learning improvement projects



Teaching Commitment

- The post holder will be expected to teach in line with the Trust's generic teacher's job specification.

Safeguarding Children

All academies within The Constellation Trust are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

PERSON SPECIFICATION

KNOWLEDGE/EXPERIENCE/SKILLS/QUALIFICATIONS/MENTAL SKILLS:

1. Qualifications – Essential:

- Qualified Teacher Status
- Evidence of relevant recent professional development

2. Knowledge – Essential:

- Outstanding primary subject knowledge
- Expert understanding of what is required to secure effective teaching and learning
- Excellent understanding of the strategies which help to raise pupils' attainment
- An understanding of performance and contextual data as tools for improving standards of pupils' achievement
- An understanding of up-to-date educational developments nationally
- Understanding of the practical application of Equal Opportunities in a school context

Knowledge – Desirable:

- An understanding of EYFS

3. Experience – Essential:

- A proven track record of excellence in the classroom
- Experience of working with other teachers and professionals to extend their understanding and effectiveness
- Successful experience in a range of year groups

Experience – Desirable:

- Experience in more than one school
- Experience at Key Stage One and Key Stage Two
- Successful experience in preparing pupils for SATs at Key Stage One or Key Stage Two

4. Skills – Essential:

- Proven skills in successful behaviour management
- The ability to teach different year groups



INTERPERSONAL/COMMUNICATION SKILLS:

- Be a team player
- Ability to motivate and inspire staff and students
- Ability to use tact, diplomacy, sensitivity and good humour
- The ability to understand others and create trust
- Ability to coach colleagues to improve their performance
- Effective written and spoken communication
- Awareness of the need for attention to detail
- Ability to demonstrate personal and emotional resilience when working in a range of challenging situations
- Personal commitment to extra curricular activities
- Good health and an excellent attendance & punctuality record
- Motivation to work with children and young people
- Have a willingness to demonstrate commitment to the values and behaviours of The Constellation Trust
- Commitment to safeguarding and promoting the welfare of children and young people.
- Willingness to undergo appropriate checks, including enhanced DBS checks.
- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.

Creativity and Innovation

The post holder will be required to re-schedule work where/when necessary in order to fit in with the working day of the Academy and ensure that tasks are completed.

Contacts and Relationships

Executive Principal/CEO
Executive Lead - Primaries
Heads of School
Staff
Directors
Community
Parents
Managers on all levels and locations
Trade unions
Other government departments



This Job Description conveys a full and accurate description of the job:

Signature

Designation

Date

1. CONFIRMED BY:

(LINE MANAGER)

.....

2. CONFIRMED BY:

**(SERVICE HEAD)
(OR DELEGATE)**

.....

3. RECEIVED & AGREED BY:

(POST HOLDER)

.....

.....*

**The employee must countersign the Job Description to show that he/she has received it, although they may not agree with its content. They may delete "& AGREED" if this is the case.*

Grade established/Approved

DATE OF PANEL:

DATE:

