



## Lead Practitioner (English)

Salary / grade range	Trust Lead Practitioner Range LP6 (£54,651) to LP12 (£60,648)
Location	Co-op Academy Stoke-on-Trent
Reports to	Head of English & Deputy Headteacher Innovation & Improvement

### Purpose of role:

The postholder will be responsible for the quality of education in English: ensuring the curriculum is rigorous, ambitious and aligned to the aims and content of the National Curriculum; they will take the lead in innovating, devising and implementing pedagogical approaches that ensure the curriculum is implemented effectively; and they will be accountable for driving a culture of high quality teacher development in English. The post-holder will also play a leading role in delivering the Academy's strategic aims working at a whole-school level.

### Key accountabilities (and specific duties / responsibilities):

- Curriculum
  - Be the lead for the curriculum in English.
  - Ensure that the curriculum is National Curriculum compliant.
  - Produce, maintain, review and revise curriculum maps, bodies of knowledge and learning cycles to structure the curriculum.
  - Undertake constant reviews of the curriculum to ensure that there is an iterative approach.
  - Ensure the curriculum is responsive and adaptive while maintaining the highest expectations of all students.
  - Devise and implement a curriculum that ensures all students are able to flourish, including PP students and those with SEND.
  - Ensure that the curriculum is inclusive of diverse voices, writers and texts, and is one underpinned by the 'windows and mirrors' principle.
  - Use Teacher Collaboration Time to keep the curriculum a living entity that is discussed, amended, debated and revised.
- Pedagogy
  - Lead the implementation of evidence-informed practice that is innovative and responsive to the evolving needs of the subject, the students and the Academy.



- Ensure that teachers are experts in using the Learning Framework leading to exceptional levels of student fluency, expertise and achievement.
- Devise and implement approaches to reading, writing and oracy that ensure students are expert communicators.
- Ensure assessment focuses on the curriculum as the progression model; that formative assessment is used consistently to identify and address misconceptions in learning; and that summative assessment is devised and used to assess students' fluency and expertise.
- Adopt approaches to modelling and scaffolding that ensure all students, irrespective of starting point, background, or barriers, can develop fluency and expertise.
- Ensure a collaborative approach to pedagogy in English.
- Teacher Development
  - Be accountable for ensuring that all teachers in the department have exceptional subject knowledge.
  - Lead the teacher development and CPD strategy in English, ensuring that it meets the needs of the subject, team and students.
  - Place the curriculum and its delivery at the heart of the department's CPD.
  - Align CPD and quality assurance to ensure that underperformance is tackled and addressed with urgency.
  - Foster a culture of innovation and relentless improvement through an unbreakable determination to improve and be better.
  - Be the lead for ECTs and trainees in English.
- Culture
  - Be a standard bearer for the characteristics, qualities and values that combine to create an exceptional quality of education in English.
  - Embrace purposeful innovation as the means to solving the problems that prevent students being expert in the subject.
  - Develop a culture in which all teachers and students can realise their potential and excel.
  - Be seen as a pioneer, leader and advocate for excellence in teaching and learning in English and across the Academy.
- Whole Academy Strategy
  - Work with the Deputy Headteacher to drive the whole-Academy teaching and learning strategy.
  - Take a leading role on delivering elements of the AIP.
- Wider Leadership Expectations
  - Attend SLT meetings and similar such meetings as invited or required.
  - Undertake duties and contribute to the effective running of the Academy as directed by the Headteacher.



Personal attributes required (based on job description):		
Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I)
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• University graduate</li> <li>• 2:1 Honours Degree in English</li> <li>• Completed, or desire to complete, a relevant NPQ.</li> </ul>		AI
<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Substantial evidence of innovation and development in English.</li> <li>• Holding a TLR in English and demonstrable evidence of having led improvement.</li> <li>• Influenced practice across the Trust.</li> </ul>		AI
<p><b>Skills, Ability, Knowledge</b></p> <ul style="list-style-type: none"> <li>• Formidable knowledge of curriculum design.</li> <li>• Expert understanding of pedagogy.</li> <li>• Understanding of effective models of CPD and teacher development.</li> </ul>		AI
<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• A delivery focused approach.</li> <li>• Resilient and pragmatic.</li> <li>• A positive outlook.</li> <li>• Seeking promotion to a leadership role within 3 years.</li> </ul>		AI



# Academies Trust

This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.