

## Job Title

**Lead Practitioner and Subject Lead of Design and Technology**

## Salary

The post holder will be paid on the UPS and TLR 2c £6450pa.

## Line of responsibility

The Lead Practitioner and Subject Lead of Design and Technology is responsible to the Head of Design and Technology, with accountability for additional teaching and learning responsibilities to Assistant Head Teacher (Outcomes), Teaching Learning and Assessment.

## Primary Purpose

Lead the department of Design and Technology and to provide high quality teaching across the full age range and to deliver excellent student outcomes and s/he shall play a key role in raising teaching standards through the quality of her/his own teaching and by supporting the professional development of colleagues to ensure pupils demonstrate consistent improvement in relation to prior and expected attainment.

## Job content

### Strategic purpose

S/he shall demonstrate the skills and experience necessary to provide leadership in the improvement of teaching skills. S/he shall play a key role in raising teaching standards through the quality of her/his own teaching and by supporting the professional development of colleagues to ensure pupils demonstrate consistent improvement in relation to prior and expected attainment.

S/he shall implement an effective model of coaching and mentoring to facilitate continual improvement and to promote good practice in teaching and s/he shall demonstrate motivation, enthusiasm and a positive response to challenge and high expectations in relation to pupil progress.

### Operational responsibilities

In addition to her/his normal classroom duties, s/he shall provide an exemplary role model to teaching colleagues in her/his teaching practice and wider remit as follows:

- To work with heads of department to support the promotion of good practice in teaching skills through coaching and mentoring and to ensure that high expectations and up-to-date knowledge are disseminated through CPD for school staff.
- To develop and promote whole school understanding of the elements which comprise outstanding teaching and learning through CPD and through effective challenge and feedback to individual members of staff.

- To support the process of embedding the creative use of ICT in the classroom and beyond into teaching and learning processes.
- To play a key role in developing opportunities for staff to share strategies and methods in teaching in order to promote consistent good practice throughout the school through the establishment of clear objectives and high expectations for all pupils, skilful questioning and explanation and the setting of realistic and challenging targets.
- To demonstrate an excellent understanding of the importance of the analysis and interpretation of data to support improvement in teaching methods and to inform future strategy.
- To work closely with designated member/s of staff on the arrangements for lesson observations and to actively contribute ideas for related development planning.
- To liaise with the nominated member/s of staff regarding resourcing for related provision.

**LEAD PRACTITIONER AND SUBJECT LEAD OF DESIGN AND TECHNOLOGY:  
PERSON SPECIFICATION**

Essential	Desirable	Evidence
<b>Qualifications and experience</b>		
<ul style="list-style-type: none"> <li>• First degree.</li> <li>• Qualified teacher status.</li> <li>• A continued commitment to own professional development.</li> <li>• Evidence of outstanding teaching practice and experience within the designated age range.</li> <li>• Of child-safeguarding issues and successful use of measures that promote and ensure the safeguarding of children.</li> <li>• Excellent knowledge of professional standards.</li> <li>• Experience of supporting improvement strategies in school.</li> <li>• Successfully completed Threshold Assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Postgraduate degree and/or further relevant professional development.</li> <li>• Experience of more than one school/academy.</li> <li>• Experience of more than one key stage.</li> <li>• Experience of working as an AST.</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Certificates</li> <li>References</li> </ul>

Essential	Desirable	Evidence
<b>Promotes good progress and outcomes by pupils especially in relation to specified subject by:</b>		
<ul style="list-style-type: none"> <li>• Being accountable for pupils' attainment, progress and outcomes.</li> <li>• Being aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these.</li> <li>• Guiding pupils to reflect on the progress they have made and their emerging needs. Encouraging pupils to take a responsible and conscientious attitude to their own work and study.</li> <li>• Demonstrating knowledge and understanding of how pupils learn and how this impacts on teaching.</li> <li>• An excellent understanding of use of data in supporting improvement in standards.</li> </ul>	<ul style="list-style-type: none"> <li>• Uses teaching skills which lead to excellent results and outcomes.</li> <li>• Demonstrates excellent and innovative pedagogical practice.</li> <li>• Takes a strategic leadership role to secure best progress and outcomes by all pupils especially in relation to specified subject.</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Letter of application</li> <li>References</li> <li>Interviews</li> </ul>
<b>Plan and teach well-structured lessons by:</b>		
<ul style="list-style-type: none"> <li>• Imparting knowledge and developing understanding through effective use of lesson time.</li> <li>• Promoting a love of learning and student's intellectual curiosity.</li> <li>• Setting homework and planning other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.</li> </ul>	<ul style="list-style-type: none"> <li>• Takes a lead in planning collaboratively with colleagues in order to promote effective practice.</li> <li>• Identifies and explores links within and between subjects/curriculum areas in their planning.</li> <li>• Takes a strategic leadership role in developing, implementing, and evaluating planning in order to support high quality teaching and learning. Disseminates best practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• References</li> <li>• Interviews</li> </ul>

Essential	Desirable	Evidence
<ul style="list-style-type: none"> <li>• Reflecting systematically on the effectiveness of lessons and approaches to teaching.</li> <li>• Contributing to the design and provision of an engaging curriculum within the relevant subject area(s).</li> </ul>		
<p><b>Make accurate and productive use of assessment especially in relation to specified subject by:</b></p>		
<ul style="list-style-type: none"> <li>• Knowing and understanding how to assess the subject and curriculum areas, including statutory assessment requirements.</li> <li>• Making use of formative and summative assessment to secure pupils' progress.</li> <li>• Using relevant data to monitor progress, set targets, and plan subsequent lessons.</li> <li>• Giving pupils regular feedback, both orally and through accurate marking, and encouraging pupils to respond to the feedback.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates excellent ability to assess and evaluate.</li> <li>• Has an excellent ability to provide learners, colleagues, parents and carers with timely accurate and constructive feedback on learners' attainment, progress and areas for development that promotes pupil progress.</li> <li>• Improves the effectiveness of assessment practice in the workplace, including how to analyse statistical information to evaluate the effectiveness of teaching and learning across the school.</li> <li>• Takes a strategic leadership role in developing, implementing, and evaluating assessment in order to support high quality teaching and learning. Disseminates best practice.</li> </ul>	<p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p>

Essential	Desirable	Evidence
<b>Fulfil wider professional responsibilities:</b>		
<ul style="list-style-type: none"> <li>• Making a positive contribution to the wider life and ethos of the school.</li> <li>• Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.</li> <li>• Communicating effectively with parents with regard to pupils' achievements and well-being.</li> <li>• Deploying support staff effectively.</li> <li>• Taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.</li> </ul>	<ul style="list-style-type: none"> <li>• Takes a leading role in developing workplace policies and practices and promoting collective responsibility for their implementation.</li> <li>• Researches and evaluates innovative curricular practices and draws on research outcomes and other sources of external evidence to inform their own practice and that of colleagues.</li> <li>• Works closely with leadership teams, to promote school improvement.</li> <li>• Contributes to the professional development of colleagues so that they demonstrate enhanced and effective practice.</li> <li>• Makes well-founded appraisals, applying high level skills in classroom observation to evaluate and advise colleagues on their work.</li> <li>• Uses the analytical, interpersonal and organisational skills necessary to work effectively with staff and leadership teams within and beyond their own school.</li> </ul>	<p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p>

## Conditions of employment

---

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the contract of employment).
- The post holder is required to support and encourage the school's ethos and its objectives, policies and procedures as agreed by the governing body.
- To uphold the school's policy in respect of child protection and safeguarding matters.
- S/he shall be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions Document.
- The post holder may be required to perform any other reasonable tasks after consultation.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so constructed.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification at any time after consultation with the post holder.
- All members of staff are required to participate in the school's appraisal scheme.
- Teacher's contracted hours are 8.00am - 5.00pm for 187 days per year (offering 8 days additional holiday).
- The LAAT pay policy incorporates all other decisions of the School Teachers' Pay and Conditions Document (STPCD).

### **Other requirements:**

- A commitment to multicultural education
- A commitment to professional development
- This post is exempt under the Rehabilitation of Offenders Act 1974. Due to the sensitive nature of the duties the post holder will be expected to undertake a criminal record check as part of the recruitment process.