

LEARNING TOGETHER

CORNWALL EDUCATION LEARNING TRUST



LEAD PRACTITIONER OF MATHS

Job Description & Person Specification

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Job Description

Reporting to:	Assistant Headteacher
Key Contacts:	Leadership Team, Teachers, Support Staff, Students, Parents
Location:	Based at Poltair School but there may be a requirement to travel to undertake work at or for other academies/sites within Cornwall Education Learning Trust.
Salary Grade:	Leadership Pay Scale L1 - 5

Core Purpose:

- ❖ To support the work of the Mathematics department and at whole school level to raise standards of student attainment and achievement by developing and enhancing the teaching practice of others.
- ❖ To support the work of the Mathematics department and Raising Standards Team to effectively evaluate the impact of and strategically plan for improvement in the quality of pedagogy across the school, particularly for KS4 students.
- ❖ To work across Mathematics and other curriculum areas to develop own practice and knowledge, developing as a role model for exemplary teaching practice and standards.
- ❖ To assist in the induction of ECTs and teachers new to the department, including the provision of CPD and demonstration lessons
- ❖ To work as part of a coaching team in supporting colleagues in their teaching and learning development as identified by the Leadership Team.
- ❖ To develop high-quality materials for teaching which offer exemplar material to other teachers within the department, including ICT materials.
- ❖ To participate in other department or whole-school school improvement activity as directed by the Leadership Team of the school.

Principal Responsibilities:

Teaching and Learning

- ❖ Evidence of being a highly successful Mathematics classroom practitioner, including evidence of exceptional student achievement over time.
- ❖ To develop and enhance the teaching practice of all colleagues in Mathematics and across the school, with a particular focus on raising standards at KS4, implementing improvements where required.
- ❖ To promote excellence in the classroom by researching and developing excellent pedagogical practice.
- ❖ To share understanding of what makes 'quality first' teaching, and of effective intervention strategies through CPD.
- ❖ To establish common standards of inclusive practice for students and develop the effectiveness of these principles in Mathematics and other subject areas.
- ❖ To plan and evaluate interventions.
- ❖ To support monitoring and evaluation of teaching and learning in accordance with school policy.

Staff Development

- ❖ To work with the relevant teams to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- ❖ To support, and where appropriate deliver CPD events through INSET, or other school CPD meetings.
- ❖ To observe and feedback to other practitioners on their strengths and areas of development, through the school's programmes.
- ❖ To research, pilot and deliver teaching and learning strategies and communicate their success through appropriate channels.
- ❖ To welcome other practitioners to observe lessons.
- ❖ To participate in the school's ECT programme(s) where appropriate.

Assessment, Monitoring and Evaluation

- ❖ To support the establishment of robust assessment and evaluation processes to establish successes and improvements.
- ❖ To contribute to accurate and effective monitoring information that influences whole school teaching and learning strategies.

Operational

- ❖ To promote teamwork and to motivate staff to ensure effective working relations.
- ❖ To support the Mathematics curriculum leadership in the day-to-day line management of staff within the area, ensuring that they follow school policies and meet all requirements and deadlines.
- ❖ To be an exemplary practitioner of Mathematics.

General Responsibilities applicable to all staff:

- ❖ To demonstrate and promote the values of Cornwall Education Learning Trust at all times.
- ❖ To work effectively with other members of staff to meet the needs of all students.
- ❖ To work with professionalism in line with the Trust's Code of Conduct.
- ❖ To attend staff meetings and Trust-based INSET as required.
- ❖ To be responsible for his/her own self-development on a continuous basis, undertaking any training/professional development as appropriate.
- ❖ To be aware of and adhere to all applicable Trust policies and procedures.
- ❖ To maintain at all times the utmost confidentiality with regard to all reports, records, personal data relating to staff and pupils and other information of a sensitive or confidential nature acquired in the course of undertaking duties for the Trust, with due regard to General Data Protection Regulations.

Note:

- ❖ This Job Description is illustrative of the general nature and level of responsibility of the work to be undertaken commensurate with the grade. It is not a comprehensive list of all the responsibilities, duties and tasks relating to the post.
- ❖ The postholder may be required to undertake such work as may be determined by the Headteacher/line manager from time to time, up to or at a level consistent with the main responsibilities of the job.
- ❖ This Job Description may be amended at any time in consultation with the postholder.

SPECIAL CONDITIONS OF EMPLOYMENT

Cornwall Education Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The postholder is required to follow all of the Trust's policies and procedures in relation to safeguarding at all times, and to adhere to the statutory guidance 'Keeping Children Safe in Education'. The postholder must take appropriate action in the event that they have concerns, or are made aware of the concerns of others, regarding the safety or wellbeing of children or young people.

All offers of employment are conditional and subject to an Enhanced DBS check and, where applicable, a prohibition from teaching check will be completed for all applicants.

Person Specification

Selection Criteria	Essential	Desirable	How Assessed
Education and Training	<ul style="list-style-type: none"> • QTS • A good quality Mathematics or closely related degree • An excellent track record of recent, relevant professional development 		Application Form / Interview
Experience	<ul style="list-style-type: none"> • Accountability for the performance of a cohort of young people • Evidence of good/ outstanding classroom practice • Clear demonstration of the ability to coach/model best learning experiences to other teachers and staff • Experience of contributing to and delivering strategies to raise progress and achievement across Mathematics, including assessment for learning and creative pedagogies 	<ul style="list-style-type: none"> • Innovative use of resources • Leadership of a project or an area of school development • Taking accountability for the success of an initiative • Develop, maintain and use an effective network of contacts 	Application Form / Interview
Specialist Knowledge and Skills	<ul style="list-style-type: none"> • Knowledge of the principles and characteristics of good or better teaching in Mathematics • Effective review and evaluation procedures • An ability to analyse data and information, identify patterns and trends and to formulate strategies for improving learning • Prioritise and manage own time effectively, work under pressure and to deadlines • Demonstrates an awareness, understanding and commitment to equality and inclusion • Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people 	<ul style="list-style-type: none"> • Different methods of consulting with stakeholders • Communicate the vision of the school in relation to the development of teaching and learning 	Application Form / Interview

Personal Qualities	<ul style="list-style-type: none"> • Ability to inspire confidence in staff, students, parents and others • Reliability, integrity and stamina • Vision, imagination and creativity • Effective communication and interpersonal skills • Demonstrates good judgment 	<ul style="list-style-type: none"> • Personal ambition and potential for further promotion 	Application Form / Interview
Leadership and Management	<ul style="list-style-type: none"> • Work effectively both as a leader and as a member of the Mathematics team • Ability to initiate, lead and manage change • prioritise, plan and organise • Set high standards and act as a role model for students and staff • Deal sensitively with people and resolve conflicts • Liaise effectively with other organisations and agencies 	<ul style="list-style-type: none"> • Ability to motivate all those involved in the team • Ability to think creatively and imaginatively to anticipate, identify and solve problems 	Application Form / Interview
Values Related Qualities	<ul style="list-style-type: none"> • Collaborate – ability to work effectively as a team • Empower – ability to take initiative and problem solve in order to improve performance • Leadership – To lead by example and achieve shared goals • Transformation – ability to recognise a need for change and adapt accordingly 		Application Form / Interview



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