



**The Trafalgar
School** AT DOWNTON

Job Description

**LEAD PRACTITIONER
MATHEMATICS**

EDUCATION



Job Description

Main Purpose

- To inspire excellence throughout the school
- To be a Teacher of Maths at The Trafalgar School with a specific responsibility for some of the most vulnerable classes
- To be responsible for the highly effective implementation of the Maths Secondary curriculum ensuring that this is differentiated to meet the needs of the students in the classroom
- To support the implementation of high quality CPD for Maths under the direction of Subject Leader of Maths
- To support the delivery of highly effective Staff Development days and staff training within Maths that ultimately improve practice and therefore positively impact on student learning
- Clearly articulate a shared vision for and understanding of pedagogical approaches within Maths, including a shared language for pedagogy, which result in a positive impact on student learning
- To be a champion for excellence in Maths classrooms and supporting the Subject Leader of Maths in ensuring all colleagues have a clear understanding of the expectations of students in terms of excellent learning behaviours
- To support and inspire reflective practice and inspirational professional development within Maths which enables all members of staff to flourish
- Recognise patterns in staff development needs within the Maths department and have systems in place to address these
- To support and lead whole school approaches to the development of Maths confidence across the wider curriculum
- To provide operational support to the Deputy Headteacher for the development of whole school approaches to T&L CPD
- To provide operational support to internal review processes with regards to T&L
- As part of the T&L Steering group to take responsibility for ensuring the staff workroom is used as a hub of professional learning and a space that celebrates ongoing T&L priorities.



Job Description

Duties and Responsibilities

- Work closely with the Subject Leader of Maths to develop a strategic approach to maths-specific CPD, engaging the best practitioners within the school to ensure best practice is shared and embedded
- Alongside more formal professional development sessions, support and lead other CPD opportunities and networks within and across Maths, fostering an ethos of continuous improvement and a culture which embraces informal professional development, this may include but not be limited to T&L dialogue groups, regular CPD sessions and T&L bulletins
- To work with leaders in undertaking curriculum reviews, playing a part in the process by undertaking lesson observations and providing feedback, evaluation and ongoing support as required
- To work alongside colleagues as identified by the Subject Leader of Maths to support improvement in teaching practices for identified members of staff
- With regard to Maths staff underperformance and teaching colleagues on informal or formal support plans, the Lead Practitioner for Maths will be used to support the improvement process under the direction of SLT
- To liaise closely with the Subject Leader of Maths regarding current approaches to pedagogy and ensure that all decisions related to Maths pedagogy, teaching and learning, take account of current educational research and that they are evidence-informed – particularly approaches to maths mastery
- Contribute to the implementation of a strategic plan, which encompasses every member of the Maths team as a leader of learning – continuously reflecting upon their own practice using the principles of a self-improving system
- To contribute to opportunities to extend Maths learning beyond the classroom
- Support the Early Careers induction programme through instructional coaching for Maths teachers in their first and second year of teaching
- Support the Subject Leader of Maths in departmental self-evaluation processes, working closely with the Subject Leader of Maths to present regular and accurate reporting to leaders and governors on the quality of teaching across both schools
- To be a lead colleague across the school demonstrating excellence in terms of approaches to T&L that can be modelled and shared beyond the Maths department
- To be a part of the Teaching and Learning Steering group which directs and delivers whole-school CPD related to T&L including but not limited to; T&L briefings, INSET days and twilights
- To represent Trafalgar School within MLP and across wider educational networks in matters related to T&L
- To support other leaders in the recruitment process, organising interview lesson observations and providing accurate feedback to selection panels where appropriate.



Job Description



- To undertake a designated programme of teaching
- To ensure a high quality learning experience for students which meets internal and external quality standards
- To prepare and update subject materials
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the curriculum
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework
- To undertake assessment of students as requested by the school
- To mark, grade and give written/verbal and diagnostic feedback as required.

Other Duties

- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example
- To contribute to the Trafalgar School co-curricular and Trips and Visits programme
- To support the school in meeting its legal requirements for worship
- To promote actively the school's corporate policies
- To continue personal development as agreed
- To comply with the school's Health and Safety policy and undertake risk assessments as appropriate
- To undertake any other duty as specified by STPCD not mentioned in the above.

All Magna Learning Partnership staff may periodically be expected to carry out tasks and duties within their area of competence that are not listed herein, as directed, to meet the needs of the Trust. The particular duties and responsibilities may vary from time to time.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.



Person Specification



Knowledge & Skills

Essential:

- An honours degree (or equivalent) in Mathematics or a related discipline
- Qualified Teacher Status (QTS)
- Experience of improving outcomes for students in Maths as a classroom teacher in an 11 - 16 school
- Experience of working in a school or department with consistently “above average” GCSE outcomes
- Excellent classroom management skills
- Acute and demonstrable understanding of effective pedagogy
- Deep knowledge of current educational thinking and research with regard to Teaching and Learning

Desirable:

- Ambitious for future whole-school leadership
- Previous leadership experience within Maths
- Experience of mentoring, coaching and improving the practice of other teachers
- Experience of working in an exceptionally high performing school
- Experience of working within a multi-academy trust
- Successful completion of either NPQLT or NPQLTD
- Ability to analyse and present data coherently
- Ability to drive and access to own car



Person Specification



Personal Attributes

- High-energy and passionate individual with a clear moral purpose which is driven by a desire to improve the life chances of young people.
- Highly emotionally resilient
- A reflective practitioner with a history of expertise in classroom pedagogy and the ability to improve outcomes for students
- An ability to inspire and relate well to the whole community.
- An emotionally intelligent colleague who can adapt to a range of situations and communicate with various stakeholders including students, parents and other colleagues and professionals.
- A team player who is comfortable in both providing and responding to professional challenge.
- A commitment to and evidence of professional development of both yourself and others
- A commitment to engaging with evidence and research to inform practice
- Outgoing and enthusiastic with a positive “can-do” attitude and a solution-focused approach.
- A sense of humour





Leadership at Trafalgar

Every adult at Trafalgar is empowered to be a leader. Leaders at all levels at Trafalgar are defined by the following:

Principles

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

Characteristics/Attributes

- Compassionate
- Emotionally intelligent
- Restless for improvement
- Optimistic
- See the bigger picture

Values

- Social Justice
- Service
- Humility
- Continuous Improvement

Behaviours/actions

- Walk towards the fire
- Empower others
- Walk the Talk
- Monitors and checks
- Communicates well

