

## **Leading Practitioners and their role at Minsthorpe Community College**

A Leading Practitioner is an excellent teacher who achieves the very highest standards of classroom practice and whose key role is to share his or her skills and experience with other teachers.

At Minsthorpe Community College we recognise and wish to recruit the best teachers. Becoming a Leading Practitioner offers teachers who want to stay in the classroom an alternative career route with the potential to earn a salary equivalent to that of many leadership posts.

The work of our Leading Practitioners at Minsthorpe Community College is wide reaching, concentrating on good teaching and learning and benefitting our students and staff by helping to raise achievement and spread excellent practice across the College. Not only do the Leading Practitioner positions provide us with a focus for and leadership in the development of Teaching and Learning across the College, but they also contribute hugely to the development of individual colleagues.

First and foremost, Leading Practitioners spend the majority of their time (60 %) with the students they teach, contributing to the College's improving achievement.

The Leading Practitioner Action Plan is drawn up at the start of the academic year having analysed the wealth of Teaching and Learning and achievement data that the college has. Their work is wide reaching and includes:

- Curriculum Area Teaching and Learning support whether it be with a whole team or on an individual basis
- Support in the implementation of whole college initiatives where appropriate
- Individual staff support/coaching via the Minsthorpe Coaching Model Programme
- Coordinating the Learning and Teaching Network with TLR holders from each Curriculum Team
- Working alongside members of the Leadership Team in all aspects of Teaching and Learning including reviewing and implementing whole college policies
- Whole college INSET planning and delivery
- Training of Newly Qualified teachers and SCITT trainees
- Involvement in Ofsted inspections
- Commitment to our CPD Programme

## **Professional Development of Leading Practitioners**

It is paramount that all Leading Practitioners themselves receive good quality; appropriate CPD. Minsthorpe Community College is committed to this and offers a wide range of training opportunities to our Leading Practitioners to ensure that they keep up to date with new initiatives and current pedagogy and practice.

### **Meet the Leading Practitioner Team**

We are fortunate to currently have a team of four Leading Practitioners at Minsthorpe.

#### **Mrs Sally Hayes**

Sally is an inspirational teacher of French, a former Curriculum Team Leader for MFL and she now has a whole college Leading Practitioner role.



#### **Mr Luke Ruston**

Luke is a passionate teacher of English with extensive experience of teaching of GCSE and 'A' Level English and he now has a whole college Leading Practitioner role.



#### **Miss Laura Lister**

Laura is an energetic teacher of English with responsibility for Post 16 and is a Subject Leading Practitioner in the English Curriculum Team.



### **Miss Anna Rayner**

Anna is an enthusiastic teacher of Maths with responsibility for Key Stage 3 and Maths Mastery and is a Subject Leading Practitioner in the Maths Curriculum Team.



### **The Impact of Leading Practitioners**

Leading Practitioners are without a doubt an investment. It is vital therefore that we can measure their impact. All Leading Practitioners follow the same Appraisal process as other teaching staff at the college and are expected to have a sustained track record of successful performance as a teacher, to demonstrate excellence in teaching and to have contributed to the improvement of teaching skills.

The impact of their work can be seen in a number of ways;

- Introduction and embedding of new Teaching & Learning initiatives & strategies, including Teaching, Learning and Behaving The Minsthorpe Way.
- The success of the Minsthorpe Coaching Model Programme
- Individual staff successes – improved quality of Teaching & Learning for individual teachers as well as for Curriculum Teams
- Overall college achievement
- The use of Firefly as a Teaching and Learning resource for teachers and students

### **Request for Leading Practitioner Support**

In order for the Leading Practitioners to work efficiently and effectively, their time must be carefully mapped out. The Leading Practitioner Action Plan helps to do this. They are available to offer any member of staff advice on strategies to support them in the classroom and would actively encourage staff to do so.

Staff should, however, contact the Vice Principal, Pedagogy & Practice for more formal, intensive Leading Practitioner support whether this be on a one to one basis or at a whole Curriculum Area level.

**Rachael Merritt**

**Vice Principal – Pedagogy and Practice**

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