**HEANOR GATE SCIENCE COLLEGE**



**ASPIRE**

**LEARN ACHIEVE**

“Develop all learners to achieve their full potential” “Create a culture of aspiration”

Principal: **Mr S Huntington**

**Job Description**

**The School’s expectations of a High Achieving Classroom Teacher is that he/she will:**

**PROFESSIONAL EXPECTATIONS**

* Be part of a learning environment and a love of learning for its own sake
* Be aware that learning is an interaction of numerous variables, most of which are personal
* Be aware that learning is an individual and subject process
* Know that learning is not linear
* Develop a vocabulary and agreed principles for constructive feedback for students and parents
* Make explicit their expectations of students
* At all times recognise and implement all school policies consistently and fairly, e.g. marking, spelling, report writing, homework
* Arrive on time, welcome students and start with encouraging and achievable activities
* Protect the learning of students by challenging all disruptive behavior in the agreed manner and dealing with situations where the learning of students is being adversely affected
* Regularly review own performance and lesson content
* Have high academic and behavioural expectations for all students
* Know the learning needs of students and keep up to date with current knowledge and models of how we learn
* Produce lessons which encompass a wide variety of learning strategies
* Re-evaluate their work as a teacher in the light of student outcomes
* Provide opportunities for spiritual, moral and cultural development
* Promote an understanding of the use of ICT
* Advise, take advice from and liaise with support staff

**TEACHING AND LEARNING**

* Provide regular opportunities during lesson for students to review their progress
* Be aware that there are numerous outcomes to any learning activity
* Start each lesson by communicating to the students a clear review of what’s gone before, a preview of what is to come, specify the outcomes for the lesson in a motivational way
* Provide opportunities and activities which encourage independent learning skills
* Encourage students to challenge themselves and then learn from their mistakes
* Create a visually stimulating and helpful learning environment
* From subject specific schemes of work produce lessons which are appropriate to the learning needs of individual classes
* Encourage peer coaching
* Be aware of the basic difference of how boys and girls learn, different intelligences and learning strategies
* Make effective use of comprehensive and differentiated schemes of work
* Engage emotions of students in the knowledge that learning has to engage the heart as well as the mind and that students have to want to learn
* Teach the student thinking skills
* Use appropriate strategies for delivering content
* Use examples which learners can readily recognise

**MENTORING AND STUDENT PROGRESSION**

* Encourage students to keep a portfolio of success stories
* Carry out careful monitoring/assessment of students through accepted procedures, including attendance
* Through the careful marking of work, 1:1 sessions with students, written reports and parent consultations, offer regular and appropriate feedback which is authentic, specific and thorough and will help students meet their learning goals
* Ensure that students review their learning experiences in order to inform their future learning goals through the setting of personal performance targets
* Hold 1:1 mentoring interviews with students to reflect on successful outcomes and to set appropriate learning targets for improvement in line with school policy
* Provide opportunities for spiritual, moral and cultural development
* Promote an understanding of the use of ICT

**ALL EMPLOYEES**

**Our expectations of all High Achieving employees are that they will:**

**CORE VALUES**

* Be committed to being part of and actively promoting a high consensus school with shared beliefs, values and goals
* Be aware that children’s learning is at the centre of what we are about and that learning is a partnership
* Have an awareness of human relationships and emotional intelligence and the need for respect, recognition, reinforcement and communication
* Have a knowledge of the current health and safety policy which must inform all practices
* Have a vision of how things should be and a moral sense of how to get there
* Be aware of and care for the physical and emotional state of resources and environment/community
* Provide a challenging learning environment for the student

**POSITIVE REINFORCEMENT**

* Be aware that leadership is part of everyone’s job description and that leadership has to be pervasive
* Act as a positive role model and exemplify the culture of learning
* Enthuse members of the community to model the sorts of positive attitudes and behavior we seek to support
* Contribute to the creation of a positive and supportive learning environment by giving specific feedback about what an individual has achieved, using praise at every opportunity and freely communicating and sharing information where appropriate
* Provide opportunities for the celebration of success and help to build and maintain positive self-esteem for themselves and others
* Realise the need to separate the personal from the professional and the person from the behavior

**PERSONAL AND PROFESSIONAL RESPONSIBILITY AND DEVELOPMENT**

* Be consistent in living to and applying a set of personal beliefs and values consistent with relevant school policies and procedures
* Operate in a culture of continual development and growth having high expectations of themselves and what is expected of them
* Be aware that a learning employee who is able and willing to learn from experiences is the most effective employee
* Be clear about and work within the roles and responsibilities of themselves and others
* Value personal growth and development, be self-motivated and have the skills and knowledge to fulfil their role
* Keep records appropriate to and commensurate with their roles and responsibilities and school policy
* Manage resources effectively and fairly
* Be involved in the planning of work at a team level within the context of the school development plan
* Give respect and consideration to those students with special needs
* Carry out any other reasonable duties as directed by the Principal

**WORKING WITH YOUNG PEOPLE**

* Support the school’s agenda for safeguarding and promoting the welfare of students
* Provide positive and appropriate role model in day to day dealing with individual students and groups of students at all times
* Form and monitor appropriate relationships and personal boundaries with students
* Ensure that concerns regarding inappropriate practice/behavior by colleagues are reported directly to the appropriate line manager

## PERSON SPECIFICATION

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| --- | --- | --- |
|  | Essential | Desirable |
| **Qualifications and training** | * Qualified Teacher Status * Degree in relevant subject | * Good honours degree * Evidence of recent relevant professional development |
| **Experience** | * Evidence of excellent classroom practice * Teaching at KS3 and KS4 in relevant subject | * Ability to teach GCSE and / or A level in relevant subject |
| **Knowledge and understanding** | * Awareness of child protection agenda * Knowledge of National Curriculum at Key Stage 3, 4 and 5 * Committed to continued professional development * Knowledge of how children learn | * Child protection training * Understanding of cross-curricular activities |
| **Skills** | * Good communication skills * Ability to work on own initiative or as part of a team * Ability to enthuse and work with children of all ages, abilities and aptitudes * Ability to work effectively as a tutor and involvement in the delivery of PSHE | * Able to offer contributions to whole school/extra-curricular activities |
| **Teaching and learning** | * Excellent classroom teacher * Knowledge and experience of using wide variety of teaching and learning strategies across the Key Stages * Able to assess pupil performance and set targets for future attainment | * Keen to develop and employ more effective teaching and learning strategies to maximise pupil performance |
| **Personal attributes** | * Likes working with children * Demonstrates enthusiasm and sensitivity whilst working with others * Excellent attendance and punctuality record * Always meets deadlines * Able to work on own initiative as well as part of a team * “Professional” role model * High personal standards * Innovative and able to stimulate initiative in others * Provide positive and appropriate role model for students * Forms and maintains appropriate relationships and personal boundaries with students * Commitment to the highest standards of child protection and safeguarding * Recognition of the importance of personal responsibility for health and safety * Commitment to the Trust’s ethos, aims and whole community. | * Ambitious * Willing to go that ‘extra mile’ |