Job Description

Job Title:	Teacher
Reporting to	Subject Leader
Location	Morton Academy, Wigton Road, Carlisle, CA2 6LB
Contract	Permanent
Salary	MPS/UPS

Purpose of the Job

A teacher acts as a role model and has a central role in promoting high standards for all students, imparting the values, skills and knowledge to become responsible citizens and lifelong learners. The post involves subject teaching and contributing to the development of the subject.

Students' attitudes to learning have a decisive bearing on their attainment and progress and such attitudes are strongly influenced by what happens in the classroom. High quality teaching is at the heart of Morton Academy's ethos and vision.

Principal Accountabilities

The core task is to ensure that learning both in and outside the classroom is focused on providing the best possible learning outcomes for each individual student in terms of both their curriculum attainment and their wider personal, social and ethical development. At its heart, this practice will respect the rights of students to be involved in the creation and review of their learning experiences.

Teachers at Morton Academy will be responsible for:

1. The academic outcomes of students they teach
2. Designing and delivering consistently good and outstanding learning and assessment
3. Developing practice that supports our ethos, values and expectations
4. Planning work in accordance with the curriculum area programmes of study, so that it addresses the personalised learning needs of each student
5. Being mindful of students' prior learning, current achievement and continuously develop the curriculum offer in line with these assessments
6. Equipping students with the skills and attitudes necessary to make them effective learners
7. Providing relevant and purposeful learning opportunities within a dynamic and enterprising context
8. Using ICT to enhance and extend that learning experience
9. Liaising with relevant colleagues on the planning of units of work
10. Committing to a culture of continuous evaluation and improvement

Key Performance Indicators

1. Student achievement
2. Good or better teaching quality
3. Discharging professional duties with diligence
4. A high standard of lesson planning, curriculum delivery and classroom management
5. Innovative in teaching, learning and assessment, making full use of ICT
6. Actively embedding Academy ethos, values and expectations

Competencies, Skills and Experience

The post holder will have some recent experience in teaching as a teacher or as a student teacher. He or she will clearly understand the rigorous requirements of our profession and will be willing to be held to account for the achievement, attainment and progression of each individual student. With a total professional commitment to excellence, the post holder will have demonstrated that he or she has a personal track record in delivering good results for young people.

The ability to successfully work in partnership with colleagues to plan and teach, raising achievement and attainment is essential. Strong communication skills are equally important. Successful team working with staff and students will offer good foundations for the post.

It is anticipated that the successful candidate will be a diligent and flexible worker driven by a sense of the social mission of education. They will share our vision and determination that the young people of Carlisle should have an equal access to teaching that maximises their ability to achieve their personal best, moving them forward as life-long learners.

Attributes	**Priority**		**Evidence found from**		
Evidence of:	**Essential**	**Desirable**	**Application**	**Interview**	**Reference**
The highest possible standards of personal integrity	✓			✓	✓
A complete commitment to excellence	✓			✓	✓
A determination to lead improvement through change	✓			✓	
High aspirations for students and staff	✓			✓	
Leadership abilities with both colleagues and students	✓			✓	
A positive and results focused outlook	✓			✓	
An ability to learn from experience	✓			✓	✓
An ability to learn quickly	✓			✓	✓
A willingness to experiment	✓			✓	✓
Skills **Evidence of:**					
Use of data to inform evaluation and improvement	✓			✓	
Good to outstanding teaching for learning practice	✓			✓	
Good to outstanding assessment for learning practice	✓			✓	
Coaching and support of servicing colleagues		✓		✓	
Excellent verbal and written communication skills	✓		✓	✓	
Strong evaluative and quality improvement skills	✓			✓	
Strong persuasive skills	✓			✓	
Strong team working skills	✓		✓		✓

Experience **Evidence of:**					
Teaching experience in at least an 11-16 environment	✓		✓		✓
Evidence of delivering outstanding progress and exam results	✓		✓	✓	✓
Evidence of delivering quality improvement	✓		✓	✓	✓
Curriculum planning and development	✓		✓		✓
Successfully securing improvements in student outcomes	✓		✓	✓	✓
Evaluation, improvement planning and progress monitoring experience	✓		✓	✓	✓