**St Mary’s CE School**

**Upper Pay Range Job Description**

**Post title:** Teacher

**Salary and Grade:** UPR in line with the current *School Teachers’ Pay and Conditions Document*

**Responsible to:** The Headteacher and the Governing Body

**Main Purpose of the Job:**

* To maintain consistently high standards in relation to all aspects of the UPR Teachers’ Standards
* Coaching and mentoring other members of staff
* Demonstrating effective practice and helping others to evaluate the impact of their teaching on learners’ achievement
* Contributing significantly to implementing workplace policies
* Being a role model for learners and other staff
* Making a significant contribution to school development
* Making a significant contribution to the wider aspects of school life
* Set an example in all aspects of the Teacher’s Standards, share good practice and support other colleagues in maintaining the Standards

**Main Responsibilities:**

**1. Set high expectations which inspire, motivate and challenge pupils**

UPR teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

* In setting targets, take into account cohort targets and how these will be met
* In setting targets, take account of the level of challenge for pupils across the cohort of all backgrounds, abilities and dispositions
* Actively support the St Mary’s school values and the Christian ethos of the school in relationships with children, colleagues and parents, both in class and around the school

**2. Promote good progress and outcomes by pupils**

UPR teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

* Demonstrate the clear understanding of the needs of children of all backgrounds, abilities and dispositions so that the majority of pupils make good and accelerated progress
* Use data effectively, demonstrating analytical thinking in reviewing and evaluating progress and attainment and in meeting appropriate, challenging targets for all pupils, for both class and cohort
* Demonstrate through self-review, an effective evaluation of the impact of teaching
* Demonstrate in depth knowledge of how children learn and adapt teaching accordingly
* Establish a culture that ensures that pupils have a responsible and conscientious attitude to their work
* Engage with colleagues in review and evaluation of cohort progress and attainment
* Actively promote parental involvement and initiate opportunities to involve them
* Lead on subject development through staff training or INSET

**3. Demonstrate good subject and curriculum knowledge**

UPR teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

* Demonstrate knowledge and expertise across the range of subjects through coherent planning and lively, inspirational teaching
* Demonstrate expert knowledge through subject leadership, inspiring colleagues and establishing a curriculum that ensures consistency and progression across the school
* Effectively carry out the subject leader role
* Know the strengths and areas for development in leading a subject and bring about improvement through action planning
* Evaluate own subject leader performance in terms of impact on teaching and learning
* Take responsibility for own CPD, keeping abreast of changes/developments across a range of subjects and leading improvement within area of responsibility
* Provide professional reports (verbal or written) to parents, indicating progress, attainment and targets for improvement

**4. Plan and teach well-structured lessons**

UPR teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

* Consistently teach lessons that are good or outstanding and which include agreed ‘non-negotiable’ aspects
* Through effective planning and provision, demonstrate understanding of different styles of learning and how these are accommodated
* Demonstrate the ability to reflect and evaluate teaching and the impact on learning, children’s attitudes and behaviour
* Be systematic in evaluating learning within and across a sequence of lessons
* Facilitate children’s and parents’ views on learning
* Evidence a range of opportunities for out-of-hours learning in line with school policy and additional contribution through after school clubs or other activities
* Work effectively as part of a team, ensuring consistency across the school
* Take a significant role in collaborative planning
* Recognise own accountability for curriculum provision within the class and the quality of learning

**5. Adapt teaching to respond to the strengths and needs of all pupils**

UPR teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

* Ensure that teaching is consistently good and outstanding
* Demonstrate how teaching has been adapted to accommodate the needs of groups and individuals
* Initiate strategies to engage parents in their children’s learning, especially hard to reach parents or those whose first language is not English

**6. Make accurate and productive use of assessment**

UPR teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

* Be highly competent in assessment across the curriculum, both formative and summative and in using outcomes to support accurate, challenging target setting and continuous progress and high attainment
* Be aware of local and national data when evaluating expectations and performance
* Use school data effectively to track progress and set challenging targets
* Be highly competent in marking and providing feedback to pupils, including during lessons
* Establish strategies to encourage children to respond to feedback
* Engage fully in moderation activities as required and initiate moderation activities with colleagues

**7. Manage behaviour effectively to ensure a good and safe learning environment**

UPR teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

* Be highly competent in managing an effective learning environment so that all children are actively engaged in learning and poor behaviour never disrupts learning
* Consistently follow the St Mary’s behaviour policy which is embedded across the school
* Use a range of positive behaviour strategies effectively, linked to St Mary’s school values, in order to engage and motivate pupils
* Recognise responsibility and accountability for maintaining high standards of behaviour beyond the classroom
* Keep parents well informed and work effectively with them to bring about improvement where necessary

**8. Fulfil wider professional responsibilities**

UPR teachers are expected to consistently maintain high standards as defined for Main Scale teachers and:

* Be positive and encouraging during times of change
* Show full cooperation and support for colleagues managing development or change
* Generate respect from colleagues through highly effective professional, working and supportive relationships
* Form highly effective relationships with children that generate respect, confidence and high self-esteem
* Form highly effective relationships with parents e.g. through good communication, listening to and acting upon concerns, providing professional support and guidance in respect to all aspects of school life
* Recognise responsibility and accountability for the effective deployment of support staff
* Liaise with the leadership team to ensure that support staff have the skills they need to work effectively
* Fully engage in reflection, self-evaluation and appraisal, recognising the need to base conclusions on robust evidence
* Take responsibility for own CPD through research and independent learning and actively participate in school based CPD to support school and personal professional improvement
* Be willing to run an after school club or activity

**Additional Responsibilities**

 Undertake professional duties that may be reasonably assigned to them by the Headteacher.

**Code of Conduct**

The School expects all staff to ensure that their standards of conduct are, at all times, compliant with the School’s Code of Conduct.