

Job Description

POST:	Teacher in Charge of Geography
RESPONSIBLE TO:	Principal, under the day to day management and leadership of a member of the Principal's Leadership Team or Learning Zone Director
RESPONSIBLE FOR:	
GRADE:	MPS 1-6 (U1-3 as appropriate) + TLR 2a (subject to experience)
KEY RELATIONSHIPS:	Academy Leadership Team; relevant teaching and associate staff; LA representatives; partner professionals; parents; local community; other Oasis Academies and Oasis Community Learning central staff.
LOCATION:	Oasis Academy Coulsdon
WORKING PATTERN:	Full-time and as described in the School Teachers' Pay and Conditions Document
JOB PURPOSE:	To ensure high quality curriculum provision and effective teaching and learning within the relevant curriculum area. The role includes responsibility for the assessment of students' needs, group and individual programme planning, curriculum delivery, progress monitoring, recording, evaluation and reporting as well as contributing generally to meeting the aims and ethos of the Academy. In addition to carrying out the professional duties of a qualified teacher in accordance with the current DCSF Academy Teachers' Pay and Conditions document, the post holder, in consultation with their line manager and the Principal shall take responsibility for:

RESPONSIBILITIES

A. Strategic Direction and Development of Curriculum Area

- Demonstrating an active contribution to establishing and maintaining policies, practices and aspirations of the Academy which promote high achievement through effective teaching and learning
- Participating in discussions about curriculum development and ensuring that the leadership team are well informed about plans, priorities and effective strategies in the curriculum area
- Creating an environment where students and staff develop and maintain positive attitudes towards teaching and learning
- Using data effectively to monitor and evaluate student progress; planning and implementing effective intervention to support all students to achieve highly
- Analysing national, local and Academy data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies and to report regularly to the Principal/Academy Council on progress and plans
- Contributing to the Academy Improvement Plan and establishing an effective subject Improvement Planning Cycle to meet Academy strategic priorities.

- Make a significant contribution to the Academy's specialism of Science and Technology with Business and Enterprise to ensure SSAT targets are met and the Science and Technology with Business and Enterprise plan is rigorously implemented, monitored and evaluated
- Support the Learning Zone Director in developing and sustaining strong and effective business links and partnerships at local, national and international levels which enrich curriculum provision and enhance learning through developing links with OCL and other agencies
- Ensure active participation of all students in enterprise related activities and competitions

B. Teaching and Learning

- Ensuring appropriate, challenging and differentiated programmes of Study and Schemes of Work are in place for the curriculum area teaching groups and related courses
- Securing and sustaining effective teaching of the subject through structured monitoring and evaluation of all aspects of teaching and learning and active participation in the Academy's monitoring evaluation and review (MER) cycle through lesson observations, feedback to teaching staff, work sampling, student interviews and written reports to the Principal and Leadership Team as necessary
- Ensuring teaching and learning objectives are clear to all members of the curriculum team
- Ensuring effective development of students' literacy, numeracy and ICT skills within the subject
- Ensuring coverage of all curriculum requirements and that IEP targets are systematically addressed and met
- Contributing to the teaching of Citizenship, Enterprise Education and Work Related Learning within the subject area
- Developing the curriculum to meet the needs of all students; introducing, planning and implementing new courses of study to meet 14-19 curriculum initiatives and KS3 developments
- Map progress of students regularly against prior attainment and local and national norms and identify students at risk of underachieving

C. Leading and Managing the Staff who teach in the Curriculum Area

- Line managing all members of the Curriculum team and providing effective support, challenge, information and professional development for all staff within the subject area as necessary
- Establishing clear expectations and high standards of professionalism and collaboration across the subject
- Taking an active role as a Team Leader within the Academy's PM policy to develop the professional effectiveness of colleagues
- Providing structured support and assessment for NQT and ITE trainees to enable them to meet the relevant professional standards
- Working in collaboration with the Director for Inclusion and Student Development, Teaching Assistants and Learning Directors to ensure that Individual Education Plans and Pastoral Support Plans are used to set subject specific targets, as required
- Providing a role model for students and other staff through consistent professional conduct

D. Efficient and Effective Deployment of Staff and Resources within the Curriculum Area

- Creating and maintaining learning resources, displays and appropriate use of ICT
- Using appropriate resources, in consultation with the Principal, for effective, efficient and safe teaching and learning within the subject area; accommodation, staff, time, courses, development opportunities, ICT equipment
- Creating an effective and stimulating learning environment for teaching and learning
- Deploying accommodation to effectively meet the teaching and learning needs of the subject
- Deploying and managing staff, establishing clear expectations and professional working relationships and giving clear guidance on strategies for raising achievement
- Involving staff in planning, recording and running activities, giving guidance and support as required
- Ensuring a safe working and learning environment through application of appropriate risk assessments

E. Teaching Commitment

- The post holder will be expected to teach in line with the Academy's generic teacher's job specification. Designated non contact time for leadership and management responsibilities will be made available

F. Other Duties

- The post holder will be subject to performance objectives agreed annually
- All teachers take an active role in the Academy's care and guidance of students and the post holder will be expected to fulfil the role of form tutor.
- The post holder is expected to carry out such other duties as may reasonably be assigned by the Principal.

The person undertaking this role is expected to work within the policies, ethos and aims of the Academy and to carry out such other duties as may reasonably be assigned by the Principal. The postholder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

Teacher in charge of Geography Person Specification

Our Purpose

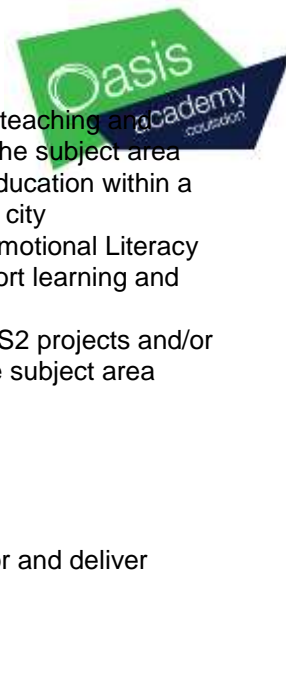
Oasis Academies exist to provide a rich and balanced educational environment which caters for the whole person - academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally. Our task is to serve our students as well as to provide a learning hub for the entire community. In this way we will raise aspirations, unlock potential and work to achieve excellence through encouraging a 'can do' culture which nurtures confident and competent people.

Oasis Community Learning Ethos

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all people are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each Academy community.

For further information, please refer to the Oasis Community Learning Purpose, Ethos and Values document which accompanies this job description.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • A degree in relevant or related subject 	<ul style="list-style-type: none"> • Masters Degree
Professional Development	<ul style="list-style-type: none"> • Evidence of a commitment to own professional development 	<ul style="list-style-type: none"> • Recent relevant in-service training in the subject area /Management and Leadership
Experience	<ul style="list-style-type: none"> • A keen interest in developing the teaching of the subject • Currently holding a position of responsibility • Evidence of high achievement in teaching across the Key Stages • The development of Schemes of Work across the Key Stages • Working effectively as a Form Tutor • Effective use of Assessment for Learning to engage students as partners in their learning 	<ul style="list-style-type: none"> • Professional development/ mentoring of colleagues • Currently holding a significant position of responsibility • Developing literacy across the curriculum • Experience of leading a development within a team • Experience of teaching in a specialist school • Development of partnerships with other schools, business and the community • Successful teaching of the subject at AS level



Knowledge

- Use of assessment and attainment information to improve practice and raise standards
- An understanding of the Literacy Strategy
- Use of strategies to promote good student relationships and high attainment in an inclusive environment
- Vision for the teaching of the subject
- Secure knowledge of Programmes of Study for the subject at KS3 and KS4
- An understanding of Health and Safety regulations affecting the curriculum area
- Strategies to enhance teaching and learning of ICT within the subject area
- An understanding of education within a Multicultural/Multi-faith city
- An understanding of Emotional Literacy developments to support learning and teaching
- An understanding of KS2 projects and/or post 16 activities in the subject area

Skills

- An enthusiastic and effective leader and manager
- Ability to use and promote a wide range of teaching methodologies
- Excellent communication and presentation skills
- Competent user of ICT
- Competent co-ordinator and motivator
- Ability to plan and resource effective interventions to meet curricular objectives
- Ability to assess the performance of others and respond appropriately
- Ability to form and promote positive relationships with staff, students, parents, the local community and outside agencies
- Ability to coach, mentor and deliver training to staff

Commitments

- Actively supports the Academy's aims
- Commitment to ITE
- Active participation in Academy developments
- To leading extra-curricular activities/ educational visits/out-of-hours learning
- To innovative curriculum development and partnership with other schools and the wider community including business and industry links
- Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos.
- Commitment to the value and promotion of vocational and work related learning