# STAR ACADEMIES

*Nurturing Today's Young People, Inspiring Tomorrow's Leaders*

## JOB DESCRIPTION

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| **Job Title:** | EYFS Teacher | | |
| **Base:** | The Olive School, Preston | | |
| **Reports to:** | Principal | **Grade:** | MPS |
| **Staff Responsibility for:** | As assigned | **Term:** | Permanent<br>Full Time |
| **Additional:** | - | | |

**JOB PURPOSE SUMMARY:**

To contribute to the development of a strong, effective school with an emphasis on promoting a culture of educational excellence, within a caring and secure environment enriched with the values of discipline, mutual care and respect which extends beyond the school into the wider community.

**KEY RESPONSIBILITIES AND ACCOUNTABILITIES**

### 1. Strategic direction and development of the school

1.1 Provide inspiring and purposeful leadership for the pupils within a caring and secure environment.

1.2 Work in partnership with the Principal, Senior Leadership Team, Governing Body, Trust, staff, pupils and parents in generating the ethos and values which underpin the school, enriched by mutual care and respect extending into the local community.

1.3 Work within the overall aims and objectives of the school.

1.4 Promote and deliver the priorities and policies of the school by contributing to School Improvement and Development Planning, by consistently and persistently implementing agreed policies and initiatives and adhering to the school's ethos within and beyond the school.

1.5 Liaise as required with a range of educational partners to underpin the raising of student attainment.

1.6 Support the school's home and community liaison work through the appropriate participation in events.

### 2. Learning, teaching and attainment

2.1 Support the leadership team through effective management of attainment at EYFS.

2.2 Create and maintain an environment and a code of behaviour that promotes and secures good teaching, effective learning and high standards of achievement.

2.3 Develop, use and apply one's expertise to secure appropriate and consistent progress for all pupils across the range of background and ability.

2.4 Deliver after-school intervention and enrichment sessions as and when required to ensure the highest levels of achievement and enjoyment.

2.5 Develop and apply a range of effective learning and teaching strategies to raise the achievement of pupils, maintaining an up to date knowledge of good practice in Learning and Teaching techniques.

2.6 Observe and be observed by colleagues and utilise feedback effectively.

2.7 Participate in pedagogic discussion and development, in order to share effective practice with colleagues.

2.8 Use performance data to inform planning and teaching, including the evaluation of pupils' progress and setting of appropriate targets for improvement.

2.9 Make effective use of links with the community including business and industry, to extend the curriculum and enhance learning and teaching.

2.10 Create and maintain an effective partnership with parents to support and improve pupil and community achievement and personal development.

2.11 Ensure policies, schemes of work and lesson planning are regularly reviewed in light of best practice.

2.12 Participate in the development of enrichment across the school in partnership with other schools and agencies.

## 3. Relationships with others

3.1 Participate in the Appraisal Cycle and INSETs.

3.2 Participate in the induction of new staff into the school community.

3.3 Maintain good working relationships with colleagues, students, parents/carers, governors, the community and all stakeholders and ensure all communication is consistent with the school's ethos.

## 4. Accountability

4.1 Make best use of all resources to support the attainment of pupils.

4.2 Ensure that parents/carers are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning and that pupils are involved in this process.

## 5. Other responsibilities

5.1 Promote the Trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders'.

5.2 Champion the Trust's values of 'Service', 'Teamwork', 'Ambition' and 'Respect'.

5.3 Contribute to the wider life of the Trust and the Star community.

5.4 Carry out any such duties as may be reasonably required by the Trust.

## 5. Records management

All staff who create, receive, and use records in the course of their job are responsible for ensuring that records are managed appropriately. It is therefore likely that this post-holder will have responsibility for record-keeping as part of the role. Employees are required to be conversant with the Trust's policies and procedures on records management.

*This appointment is with Star Academies. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Star Academies Contract'.*

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# PERSON SPECIFICATION

| No | CATEGORIES | Essential/ Desirable | Assessed by: App Form | Assessed by: Interview /Task |
|---|---|---|---|---|
| **QUALIFICATIONS** | | | | |
| 1. | A degree qualification or relevant qualification | **E** | ✓ | |
| 2. | Qualified Teacher Status or working towards qualification | **E** | ✓ | |
| 3. | Evidence of Continuous Professional Development | **E** | ✓ | ✓ |
| **EXPERIENCE** | | | | |
| 4. | Experience of teaching in EYFS within the last 3 years | **E** | ✓ | |
| 5. | Track record of delivering excellent teaching | **E** | ✓ | ✓ |
| **ABILITIES, SKILLS AND KNOWLEDGE** | | | | |
| 6. | A knowledge of what constitutes outstanding practice | **E** | ✓ | ✓ |
| 7. | A good understanding of statutory requirements at EYFS | **E** | ✓ | ✓ |
| 8. | Knowledge of classroom organisation and learning strategies | **E** | ✓ | ✓ |
| 9. | Knowledge and understanding of SEN strategies and Code of Practice | **E** | ✓ | ✓ |
| 10. | Knowledge and understanding of behaviour management techniques for classes, groups and individuals | **E** | ✓ | ✓ |
| 11. | A strong working knowledge of the teaching of Core subjects | **E** | ✓ | ✓ |
| 12. | A working knowledge of AfL | **E** | ✓ | ✓ |
| 13. | Sound understanding of assessment, recording and reporting | **D** | ✓ | ✓ |
| 14. | Knowledge of how the effective use of data and target setting can raise standards | **D** | ✓ | ✓ |
| 15. | Up-to-date knowledge and understanding of current educational issues | **D** | ✓ | ✓ |
| 16. | Ability to prioritise conflicting demands | **E** | ✓ | ✓ |
| 17. | Ability to set clearly articulated targets to track progress and adopt strategies towards achieving them | **E** | ✓ | ✓ |
| 18. | Ability to deliver effective and outstanding learning and | **E** | ✓ | ✓ |

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| | teaching in the classroom | | | |
| 19. | Well organised with good time management skills | **E** | ✓ | ✓ |
| 20. | Excellent classroom and behaviour management skills | **E** | ✓ | ✓ |
| 21. | Ability to work creatively and sensitively with children | **E** | ✓ | ✓ |
| 22. | Promote the school's aims positively and use effective strategies to monitor motivation and morale | **E** | ✓ | ✓ |
| 23. | Ability to develop good personal relationships within the team, with parents and the wider school community | **E** | ✓ | ✓ |
| 24. | Ability to motivate and inspire others | **E** | ✓ | ✓ |
| 25. | Ability to work effectively as a member of a strong team | **E** | ✓ | ✓ |
| 26. | Ability to communicate effectively both orally and in writing to a variety of audiences | **E** | ✓ | ✓ |
| 27. | Ability to enhance teaching and learning through the creative use of ICT | **E** | ✓ | ✓ |
| 28. | Ability to implement new initiatives and ideas | **E** | ✓ | ✓ |
| **PERSONAL QUALITIES** | | | | |
| 29. | Highly organised, literate and articulate | **E** | ✓ | ✓ |
| 30. | Highest levels of professional and personal integrity | **E** | ✓ | ✓ |
| 31. | A strong commitment to inclusion and overcoming barriers to learning and achievement | **E** | ✓ | ✓ |
| 32. | Personal resilience, persistence and perseverance | **E** | ✓ | ✓ |
| 33. | Commitment to the pursuit of continuous professional development by oneself and others | **E** | ✓ | ✓ |
| 34. | Sympathetic to and supportive of the ethos of the School | **E** | ✓ | ✓ |
| 35. | Commitment to delivering after-school and enrichment opportunities for learners | **E** | ✓ | ✓ |
| 36. | Energy and enthusiasm | **E** | ✓ | ✓ |
| 37. | A passionate belief in the Trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders'. | **E** | ✓ | ✓ |
| 38. | A strong commitment to the Trust value of 'Service'. | **E** | ✓ | ✓ |
| 39. | A strong commitment to the Trust value of 'Teamwork'. | **E** | ✓ | ✓ |
| 40. | A strong commitment to the Trust value of 'Ambition'. | **E** | ✓ | ✓ |
| 41. | A strong commitment to the Trust value of 'Respect'. | **E** | ✓ | ✓ |
| 42. | Commitment to support Star Academies' agenda for safeguarding and equality and diversity. | **E** | ✓ | ✓ |
| 43. | Sympathetic to and supportive of the Mixed Multi-Academy Trust Model and ethos of the Establishment. | **E** | ✓ | ✓ |