

Job Description: Secondary Subject Teacher

In our growing Nadeen School Family, we empower each learner to say 'I can be me ... in my own way'.

Nurture every learner's potential by fostering an environment of excellence, compassion, courage, and creativity through progressive education.

Job title:	Subject Teacher
Responsible to:	Head of Department / SLT
Responsible for:	High quality learning and teaching

Overview:

The role of the teacher is critical in facilitating a positive learning environment where learners feel safe and secure and where every learner can make great strides whatever their starting points. Teachers ensure that all learners have access to a broad and balanced curriculum rooted in the NCfE. They create and deliver engaging lessons and assess learner progress providing constructive feedback that informs the next steps in the learning journey. Teachers collaborate with colleagues, parents and learners to support the wellbeing and personal development of each learner. They promote inclusive and aspirational learning opportunities within and beyond the curriculum.

Responsibilities:

Teaching and Learning:

- Set high expectations in all aspects of learning and teaching in line with the Nadeen school learning policies.
- Ensure lessons are planned and prepared and materials produced that match the curriculum and syllabus specifications for the relevant key stage.
- Identify clear teaching objectives with clear learning outcomes and success criteria, specifying how they will be taught and assessed
- Set tasks which challenge learners and ensure high levels of engagement and interest.
- Use data and information effectively to inform next steps in learning and plan ambitious lessons for all learners, setting clear targets and building on prior learning.
- Use assessment for learning strategies to ensure that planning is effective and sets goals that are ambitious for learners and enable them to succeed.
- Be fully cognisant of learners with additional needs and ensure that adaptations and scaffolding is in place to support them.

- Provide clear structures for lessons maintaining pace, motivation and challenge, creating active and collaborative learning opportunities for all learners.
- Develop enquiry and project-based learning opportunities that connect across the curriculum.
- Promote high levels of literacy and oracy to extend learner's vocabulary and articulacy.
- Mark and assess learners' work against specified criteria and in line with whole school policies.
- Use a variety of teaching strategies to match the approach to content, structure and information presenting key ideas using appropriate vocabulary.
- Use effective questioning, listen carefully to learners, giving attention to errors and misconceptions and how they will be addressed.
- Work with learners to give them agency of their own learning journey.
- Work in partnership with other adults and staff so that support staff are effectively deployed for the benefit of learners.
- Seek opportunities to celebrate learners' achievements and milestones in their learning, valuing their work and contributions.

Monitoring and Assessment:

- Assess how well learning outcomes have been achieved and use this to improve specific aspects of learning and teaching.
- Use a range of strategies to monitor and give feedback to learners on their work, setting targets for progress and next steps.
- Assess and record learners' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses and recognise the level at which the learner is achieving.
- Undertake assessment of learners following departmental/phase and school policies and procedures.
- Prepare and present information and reports to parents in line with the school policy.

Curriculum:

- Contribute to the planning and development of the curriculum in line with the Nadeen philosophy and mission.
- Contribute to extra-curricular activities that enrich learners' experiences at the school.
- Encourage learners to participate in ECAs (Extra-Curricular Activities).

Safeguarding and Well-Being:

- Ensure that all learners are safe and secure and follow the safeguarding policy and procedures of the school.
- Promote the general progress and well-being of individual learners and of the form/class as a whole.
- Liaise with year group and phase leaders to ensure the implementation of the school's pastoral systems.
- Register learners, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- Contribute to the preparation of Action Plans and progress files and other reports as needed.
- Record and alert appropriate staff and refer learners as needed raising any issues and making recommendations as to how these may be resolved.

- Communicate, as appropriate, with parents of learners concerned with the learning and welfare of individual learners, after consultation with appropriate staff.

Other professional requirements:

- Have a working knowledge of teachers' professional duties and responsibilities and the teacher standards
- Operate at all times within the stated policies and practices of the school.
- Demonstrate good subject knowledge to enable effective teaching.
- Establish effective working relationships and set a good example through presentation and personal and professional conduct.
- Set high expectations and endeavour to give every learner the opportunity to achieve highly.
- Cooperate with other staff to ensure sharing of best practice and the development and effective usage of resources to the benefit of the school and learners.
- Contribute to the life of the school through effective participation in meetings and management systems necessary for the smooth running of the school.
- Take part in school events and activities such as Open Evenings, Learner Consultations, Review days and community events.
- Take responsibility for your own professional development and duties in relation to school policies and developing your own practice.
- Work with department and year group teams to contribute to planning and ensure that all learners WoLF, work, learn, flourish.

Person Specification:

Essential	Desirable
Qualifications: • Degree level qualification • PGCE or equivalent • QTS or equivalent	• Post graduate accreditation
Experience: • Evidence of excellence in teaching and learning • Ability to teach up to GCSE • Experience of high-quality lesson planning and devising schemes of work • Current knowledge of and experience in setting targets and effective use of data and other measures to monitor pupils' levels and progress • Confident use of ICT • Experience of working in a multicultural setting	• Subject co-ordination or leadership experience of an aspect or area • Experience of working in an outstanding school • A level/BTEC teaching experience

Personal qualities:

- Ability to build positive working relationships with colleagues
 - Ability to forge positive relationships with parents and the community
 - Belief in the importance of teamwork and a collaborative approach
 - Be committed to ensuring every learner can achieve to the highest level
 - A reflective practitioner able to self-evaluative
 - Be committed to your own professional development
 - Be able to work positively and flexibly
 - Ability to work hard with competing deadlines, prioritising appropriately
 - All staff are expected to actively promote and embed our Values, Attitudes, and Attributes in all learning and enrichment opportunities, ensuring they are at the heart of our school culture.
 - All staff must 'walk the talk', consistently modelling the behaviours and mindset we expect from our learners, fostering a positive and inspiring learning environment.
- Ability to and experience of providing support through coaching