# JOB DESCRIPTION
## POST THRESHOLD TEACHER

This appointment is subject to the current conditions of employment for Post Threshold teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Post Threshold teachers and other current legislation.

This job description may be amended at any time following discussion between the Principal and member of staff, and will be reviewed annually.

## GENERAL DESCRIPTION

To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, actively engages in and takes responsibility for Professional Development, and has students who achieve well.

## CORE REQUIREMENTS OF THE POST

In fulfilling the requirements of the post, the teacher will demonstrate essential professional characteristics, and in particular will:

- Inspire trust and confidence in students and colleagues
- Build team commitment with colleagues and with students in the classroom
- Engage and motivate students
- Demonstrate analytical thinking
- Improve the quality of students' learning

## PUPIL PROGRESS

- Demonstrate appropriate consistent progress                    *
  - for the majority of students
  - across all teaching areas
  - across all spectrums of background, ability and behaviour
  - that compares favourably with students in similar settings

- Use performance data to evaluate students' progress and set appropriate targets for improvement                    *
- Use assessment to inform planning and teaching
- Report on progress to all stakeholders

## PROFESSIONAL PRACTICE

- Maintain an up to date knowledge of good practice in teaching techniques
- Know subject(s) or specialism(s) to enable effective teaching     *
- Take account of wider curriculum developments
- Incorporate national strategies in all teaching

- Use knowledge of students' learning needs     *
- Communicate learning objectives
- Effectively use homework and other extra curricular learning opportunities

- Understand and apply effective classroom management     *
- Understand and apply a range of teaching strategies
- Develop students' basic skills including literacy, numeracy and ICT
- Positively target and support individual learning needs
- Maintain high levels of behaviour and discipline
- Make best use of all resources
- Undertake professional development to enhance teaching and students' learning, and
  - Apply outcomes and identify impact
  - Share outcomes with colleagues
  - Actively engage in coaching and mentoring programmes to impact on the quality of teaching and learning
- Take responsibility for professional learning


## CONTRIBUTE TO THE ETHOS AND PRIORITIES OF THE COLLEGE

- Contribute to College development planning and promote the learning priorities of the College Improvement Plan
- Contribute to the development and/or implementation of College policies
- Use the Performance Management Process to advance student learning and enhance professional practice in line with the College's aspirations and priorities
- Have lead responsibility for a subject or aspect of the College's work and develop plans which identify clear targets and success criteria for its development and/or maintenance
- Promote the wider aspirations and values of the College


* Threshold Standard