



<b>POST:</b>	Spanish Teacher
<b>RESPONSIBLE TO:</b>	Principal, under the day to day leadership of the Learning Zone Leader.
<b>RESPONSIBLE FOR:</b>	Spanish teaching staff.
<b>SALARY:</b>	MPS 1 - U3 as appropriate
<b>LOCATION:</b>	Oasis Academy: Shirley Park
<b>WORKING PATTERN:</b>	Full-time and as described in the School Teachers' Pay and Conditions Document
<b>DISCLOSURE LEVEL:</b>	Enhanced

#### **JOB PURPOSE:**

To develop expert knowledge of outstanding practice in Spanish at Oasis Shirley Park, leading and managing all elements of high quality teaching and curriculum within Spanish, to ensure that participation and engagement in learning takes place.

#### **SPECIFIC RESPONSIBILITIES:**

In addition to carrying out the professional duties of qualified teacher in accordance with the current DfE's Teachers' Pay and Conditions document, the post holder, in consultation with their line manager shall:

#### **A. Strategic direction and development of the Academy**

**A1.** To develop and implement teaching and learning initiatives and strategies within Spanish which improve the impact of teaching practice of all members of staff within the department and therefore raise student standards and progress in line with the Academy Development Plan.

**A2.** Assist Learning Zone Leader, leadership team and other leading practitioners in school in developing, implementing and evaluating policies and practice within Spanish that lead to improvements in provision.

**A3.** To model and promote excellent practice, maintaining a clear focus on outstanding delivery to learners.

**A4.** To undertake research into best practice in other schools and feedback to the Spanish department, drawing on outcomes and application to academy innovation and current practice.

**A5.** To develop high quality teaching materials and schemes of learning

**A6.** Use data effectively to monitor and evaluate student progress within Spanish, planning and implementing effective intervention to support all pupils to achieve highly

**A7.** Analyse national, local and Academy data, research and inspection findings to inform Academy policies and practices, expectations and teaching methodologies and to report regularly to the Learning Zone Leader, leadership team, Oasis Community Learning and the Academy Council on progress and plans as required.

**A9.** Monitor national changes in curriculum provisions for Spanish and recommend to the Learning Zone Leader on a regular basis new opportunities to embed, extend and enrich the Academy's Spanish curriculum provision.

**A10.** To support underperforming Spanish teachers and support staff to enable them to improve their practice.

**A11.** To lead on CPD within Spanish, including induction and support of trainee staff and newly qualified teachers and liaise with all relevant external organisations.

**A12.** To support and coach other Spanish teachers to improve their practice.

**A13.** Have excellent subject knowledge and support Spanish staff and the Learning Zone Leaders to develop effective curricula that ensures outstanding progress for all students.

**A14.** Lead and support the development of Sixth Form Spanish courses and build strong working relationships with the relevant external providers.

## **B. Learning and teaching and assessment**

**B1.** Promote a clear vision for Learning and Teaching within Spanish which embodies the highest expectations of staff and students.

**B2.** Establish consistent approaches to securing the Learning and Teaching within Spanish by promoting and embedding Learning and Teaching policies.

**B3.** Secure and sustain effective teaching of Spanish through structured monitoring and evaluation of all aspects of teaching and learning including snap shots, feedback to aid development of teachers and monitoring and evaluation, providing regular updates to the leadership team on developments areas.

**B4.** To teach a timetable within specialism appropriate to the demands of the role and the need of the academy.

**B5.** Support the Academy Leadership Team in embedding behaviour policies so that conduct around the Academy is exemplary.

**B6.** Comply and work in alignment with Teaching Standards.

**B7.** Acts as a role model to staff and pupils. Is an excellent classroom practitioner – ensures that their own classroom practice models best practice so staff can observe and develop.

**B8.** Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

**B9.** Ensure appropriate formative and summative assessments are planned for KS3, KS4 and KS5 Spanish. Ensure these are marked and moderated in line with the school policy.

## **C. Leading, motivating & developing**

**C1.** Demonstrate excellent and innovative pedagogical practice, and deliver CPD for Spanish staff.

**C2.** Alongside the Learning Zone Leader, carry out subject/quality assurance activities e.g. classroom observations, feedback reviews.

**C3.** Contribute to the professional development (and performance management where appropriate) of colleagues using a broad range of skills appropriate to their needs so that they demonstrate enhanced and effective practice. (e.g. coaching, mentoring, induction)

**C4.** Disseminate materials and advise on practice, research and CPD provision for Spanish.

#### **D. Using data to raise attainment**

- D1.** Evaluating and interpreting relevant national, local and Academy data, research and inspection evidence to inform policies, expectations and teaching methods in Spanish.
- D2.** Monitoring and evaluating assessment data in Spanish to identify trends in student performance and issues for development
- D3.** Defining intervention strategies to address issues for development that are identified within Spanish.
- D4.** Evaluating and reporting on the effectiveness of intervention strategies used to address identified issues in Spanish.
- D5.** Using assessment data to make comparative evaluation of students' performance in the Spanish.
- D6.** Identifying quantifiable and challenging student progress objectives with Spanish teachers within their appraisal/ performance management objectives
- D7.** Supporting teachers in planning appropriate strategies to achieve student progress target levels and objectives within Spanish.
- D8.** Taking steps to ensure that agreed student progress target levels within the Academy are achieved or exceeded within Spanish.
- D9.** Encouraging students' motivation and enthusiasm in the Academy, developing positive responses to challenge and high expectations within Spanish.
- D10.** Monitoring the objectives and targets for students with SEN in Spanish and promoting the importance of raising their achievement

#### **E. Safeguarding children**

**E1.** Oasis Community Learning is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

#### **OTHER:**

#### **F. Teaching Commitment**

**F1.** The post holder will be expected to teach and actively support and contribute, as required, to the Academy's programme for Initial Teacher Education trainees. Designated non-contact time will be made available over and above the allocation given to curriculum leaders.

#### **G. Other Duties**

**G1.** The post holder will be subject to performance objectives agreed annually

**G2.** All teachers take an active role in the Academy's care and guidance of students and evaluating the Tutor Program and through ensuring that Academy standards are monitored and followed up with students.

**G3.** The post holder is expected to carry out such other duties as may reasonably be assigned by the Learning Zone Leader and Leadership team.

**G4.** The post holder will be expected to carry out duties in line with the school policy.

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 Learning Zone Leader. 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.

**The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.**

**The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.**

# Spanish Teacher 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"> <li>Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>Degree in related subject</li> </ul>
Experience, Skills and Knowledge	<ul style="list-style-type: none"> <li>Excellent written and communication skills, including appropriate ICT skills</li> <li>A secure knowledge of the importance of data as a means both to measure and to extend progress</li> <li>A high level of organisational skills.</li> <li>The ability to create a stimulating visual environment in the classroom.</li> <li>Experience of teaching Spanish at KS3 and KS4 (and preferably KS5 also).</li> <li>The ability to review and plan high quality Spanish curricula for KS3 and KS4.</li> <li>The ability to plan and moderate Spanish assessments for KS3, KS4, KS5.</li> <li>Experience of developing teachers e.g. through coaching or line management.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of teaching KS5.</li> <li>Previous leadership experience within Spanish.</li> </ul>

	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people.</li> <li>• Willingness to undergo appropriate checks, including enhanced CRB checks.</li> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline</li> <li>• Flexibility and a willingness to be involved in activities that promote the community hub</li> <li>• A commitment to lifelong learning and a willingness to contribute to furthering their own learning through CPD</li> <li>• Commitment to the Academy's Equal Opportunities policies</li> <li>• Personal drive and energy to motivate and inspire staff and students</li> <li>• Capable of establishing positive relationships with parents</li> <li>• Integrity</li> <li>• The ability to cope with complexity, ambiguity and uncertainty</li> <li>• A genuine liking for and commitment to students even when the going gets tough!</li> <li>• Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos.</li> <li>• The ability to support, develop and line manage staff.</li> </ul>	