**Reports To: Vice Principal**

**Salary: L4 - 9**

**Job Purpose**:

* Play a key role in leading teaching and learning in the Department
* Play a key role in leading teaching and learning across the academy
* To be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners ensuring a centre of best practice and excellence
* To take a lead role, working closely with the academy leadership team and other leading practitioners in developing, implementing and evaluating policies and practice that lead to school improvement
* To undertake research into best practice in other schools
* To research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues
* To work alongside the HoD and develop high quality teaching materials and schemes of learning
* To support underperforming teachers to enable them to improve their practice
* To plan, prepare and mark classwork and homework for all classes, in liaison with the Deparment leadership and with reference to the department’s schemes for learning and the specification for external examinations
* To maintain a safe and encouraging classroom environment at all times
* To carry out those duties reasonably delegated by the Vice Principal and/or Principal

**Key Duties and Responsibilities**

* With the support of the Leadership Team, take a leading role in improving the standards of teaching and learning, ensuring these are consistently high. This will involve working closely with all members of the department, with the aim of raising student achievement at all levels.
* Research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues
* Secure and sustain effective teaching of subjects through structured monitoring and evaluation of all aspects of teaching and learning and active participation in the school’s monitoring evaluation and review cycle through lesson observations, feedback to teaching staff, work sampling, learner interviews and written reports
* Have teaching skills which lead to excellent results and outcomes. Demonstrate excellent and innovative pedagogical practice, and deliver demonstration lessons.
* To monitor and support the overall progress and development of students
* 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)
* Disseminate materials and advise on practice, research and CPD provision
* To fulfill the role of a classroom teacher to the highest standard
* To carry out the role in accordance with the aims of the Academy and its policies.
* To work co-operatively with other members of staff both departmentally and in the context of the whole Academy
* To encourage a positive ethos and orderly learning environment within the classroom by:
* Treating the children with respect
* Developing positive relationships with the children
* Being accessible
* Recognising effort and rewarding achievement
* Emphasising the value of good behaviour in the classroom
* To cover for absent colleagues in exceptional circumstances (staff should ensure that appropriate work is set during their absence)
* To attend appropriate INSET to enhance subject knowledge, awareness of curriculum developments, classroom management skills etc., and whenever appropriate, share new knowledge and experiences with colleagues
* To contribute to the planning, teaching and assessing of the curriculum as required

**Notes**

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Condition of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time in accordance with the school’s published Time Budget Policy and have regard to the Teachers’ Pay and Conditions.
3. This job description is not necessarily a comprehensive definition of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the post holder.

Name: Signature...........................................

Date.............................................................

Signature of Line Manager....................................................................................................

Date..............................................................

**Person Specification**

**Qualifications:**

* QTS – Qualified Teacher Status
* Degree in relevant subject area being taught

**Knowledge, Skills and Experience:**

* Outstanding classroom practitioner
* Established and evidenced practice as an outstanding teacher over a prolonged period
* Evidence a commitment to own professional development
* Proven ability to raise standards in a classroom
* Experience of leading teaching and learning initiatives beyond their own classroom
* A clear philosophy on how and why the subject should be taught
* Subject knowledge sufficient to challenge able students and achieve high outcomes
* Strategies to enhance teaching and learning
* Use of intervention strategies
* Awareness of latest developments and initiatives in education
* A confident and competent user of ICT
* Knowledge and understanding of how ICT can be used in the teaching of the subject to enhance student learning
* Excellent interpersonal and communication skills
* The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience
* Developing high quality learning strategies and monitoring learner progress to raise attainment
* Working effectively as a middle manager or currently leading a key responsibility/development within a team
* Experience of contribution to the professional development/mentoring of colleagues
* Ability to plan and resource effective interventions to meet curricular objectives
* Development of partnerships with other schools, business and the community

**Personal Attributes:**

* Enthusiasm and a positive outlook
* The ability to work independently and collaboratively as a member of a team
* Creative in problem solving together with a willingness to take on or try new approaches and ideas
* A positive attitude towards professional development and their own learning
* Reliability and integrity
* Good personal organisation
* Commitment to and vision for developing links with the local community