

Job Title: Senior Teacher	Leadership: Leadership Location: Nansen Primary School
Responsible to: Headteacher and Deputy Headteacher	

Job Purpose:

- To lead, develop, support and be accountable for a specific year group;
- To lead, develop, support and be accountable for a key curriculum area across the school;
- To form an integral part of the Senior Teacher Team with direct responsibility towards the CMT.
- To promote achievement through good teaching and learning practice consistently in place across all areas

Main Activities Attributable to the Particular Duties:

1. Curriculum Planning, Implementation and Co-ordination

- a) to establish and make explicit the aims and objectives of the school; and to review, evaluate and develop the curriculum to meet these objectives, in conjunction with the Headteacher and Leadership Team
- b) to exemplify a good standard of classroom practice which meets the aims and objectives of the school
- c) to review and monitor the curriculum policies in conjunction with the Assistant Headteacher (Curriculum)
- d) to define skills, techniques and concepts to be developed and taught through the provision of a long term scheme of work and medium terms plans to support teacher planning
- e) to promote teaching and learning styles which give due regard to the use of the local environment and opportunities for learning from first-hand experience
- f) to work in conjunction with the Deputy Headteacher (Pupil Performance) to develop a robust assessment procedure which is compatible with the aims and objectives of the school
- g) to ensure that appropriate differentiation of the curriculum allows all children to reach their potential and that all learners groups are able to make progress in their learning
- h) to develop structures which facilitate curriculum progression and continuity
- i) to establish appropriately high levels of expectation including good standards of pupil behaviour and achievement
- j) to review, monitor and be accountable for pupil progress and identify both under and higher achieving group
- k) to report to the governing body, on a termly basis, the overall standards of attainment and progress and identify areas for future development
- l) to ensure that the Governing Body is able to proactively judge the standards and achievement in the subject through regular monitoring visits
- m) to deliver continuing professional development to individuals and whole school as part of a negotiated improvement plan

- n) to manage and be accountable for a curriculum budget which links to the subject improvement plan and demonstrates good value for money through the positive outcomes on pupil progress on achievement
- o) to take an active and constructive part in Curriculum Development Team Meetings to ensure that there is consistency across the whole curriculum and throughout the school
- p) to undertake additional training in developing subject knowledge or management skills as identified through performance management
- q) to complete a self-evaluation document which accurately reflects the subject area and the priorities for future improvement
- r) to contribute to the whole school self-evaluation process on a termly basis

2. Year Group Leader and Senior Teacher Role

- a. To be responsible and accountable for the educational provision and standards of a maximum of 90 pupils
- b. To be responsible and accountable for the deployment of teaching and non-teaching staff to ensure good pupil outcomes
- c. To ensure the efficient running of all day to day aspects of the year group: deployment of staff and absence cover as required across the school
- d. To maintain regular communication to staff team by leading weekly team meetings, prompt and accurate feedback on observations, report writing in relation to standards and progress of the students in the year group
- e. To lead and support on Year group planning and evaluate the impact of the planning and quality of teaching
- f. To ensure that AfL is embedded into teaching and learning and that pupils make at least satisfactory progress
- g. To maintain a high quality work environment which celebrates the work of all pupils
- h. To fully implement the initiatives of the Management Team and meet fortnightly with the DHT (Pupil Performance)
- i. To ensure that additional support staff are effectively deployed to support the learning and progress of all children under their supervision
- j. To be a constructive and effective team leader, working co-operatively and rigorously to support the work, aims and vision of the school;
- k. To model and demonstrate best practice, including team teaching;
- l. Be a strong advocate for change and champion school improvement;
- m. Set and maintain exemplary standards of organisation, teaching, planning, time management, professionalism and effective learning;
- n. Evaluate the effectiveness of initiatives and strategies within your Year group and report half termly to the DHT (Pupil Performance), working in co-operation with the Management Team to raise standards and improve pupil performance
- o. To identify individual pupils' learning needs and contribute to the writing of, and delivery of Individual and group education plans.
- p. To be accountable for the progress and achievement of all learner groups and to identify through data analysis any vulnerable groups at risk of underachievement.
- q. To report to the Governing Body termly in relation to the outcomes for pupils in terms of pupil progress and achievement and to incorporate an updated improvement plan

- r. To ensure that Year group members contribute to the Year group school self-evaluation document and to be accountable for this document that accurately reflects the year group status
- s. To instigate appropriate intervention strategies, in conjunction with SENCo, where appropriate to address underachievement.
- t. To manage and be accountable for an Innovation budget which links to the development of innovation within the year group as identified in the Year group improvement plan and which demonstrates good value for money through the positive outcomes on pupil progress and achievement
- u. To oversee, monitor and report on behaviour within the year group and to discuss any issues with DHT (Behaviour and Safety)
- v. To lead on developing behaviour support plans to re-engage learners in conjunction with the SENCo
- w. To undertake any other additional management tasks as may be reasonably required by the Management Team

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3. General duties

- A.** To work in partnership with parents so that they are fully informed of how their children are progressing in school
- B.** Be prepared to cover absence in any year group throughout the school
- C.** To be committed and willing to work in other year groups as part of on-going professional development
- D.** To lead staff working parties where appropriate
- E.** To plan and implement procedures that facilitate the sharing of staff expertise
- F.** to keep accurate records of discussions with parents in relation to parental concerns
- G.** to take a leading role in the delivery of quality lunchtime provision
- H.** to participate in extra-curricular activities by providing an extended school opportunity
- I.** to support the school in out of school activities by attendance at fund-raising events, concerts, external school visits and residential trips

Person Specification

Job Title: Senior Teacher	Salary: Location: Nansen Primary School
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	Essential	Desirable
Training and qualifications:	<ul style="list-style-type: none"> Qualified Teacher Status Degree 	<ul style="list-style-type: none"> Other higher professional qualification
Experience :	<ul style="list-style-type: none"> Good understanding of National Curriculum subjects. Good clear teaching ability in Nursery, Foundation, KS1 and /or Key Stage 2. Proven subject leadership skills in planning, strategic management and resources allocation. Evaluating standards of teaching and learning and ensuring standards are maintained and improving. Outstanding classroom practitioner with teaching experience at Key Stage 1 or 2. Child –centred philosophy Curricular expertise across Key Stage 1 and Key Stage 2. 	<ul style="list-style-type: none"> Enthusiasm and expertise in one or more specialist curriculum areas Experience and knowledge of working with children with Special Educational Needs and/ or Able and Talented Teaching experience in more than one school context. Experience as Team Leader for Performance Management. Teaching experience in KS1 and KS2 Experience of being accountable for pupil's progress beyond assigned groups and enhancing the teaching of others.
	Essential	Desirable
Knowledge, understanding, ability to demonstrate:	<ul style="list-style-type: none"> Commitment to a team approach to working in a primary school. Up to date knowledge of current educational thinking, research and initiatives. Knowledge of new Ofsted framework and place of self-evaluation. Understanding of whole school issues and their strategic management. Knowledge of and a commitment to creative learning and teaching. 	<ul style="list-style-type: none"> Knowledge of and a commitment to Early Years Foundation Stage education. Knowledge of financial management and control.
	<ul style="list-style-type: none"> Safeguard and promote the welfare of children and young people Maintain confidentiality and work with discretion. Work within Southend Borough policies with an awareness of equal opportunities. Demonstrate a commitment to raising standards. 	<ul style="list-style-type: none"> Demonstrate a commitment to sustained continuing professional development. Support out of school/community activities.

Job skills/ abilities:	<ul style="list-style-type: none"> • Develop and plan a creative program of work in line with the new National Curriculum. • Undertake assessment of pupils' attainment and progress, maintaining accurate records of achievement, including statutory and non-statutory reporting to parents. • Promote a subject area effectively within the school. • Demonstrate a range of competent ICT skills, including use of Interactive Whiteboards, Learning Platforms, I pads etc. • Work constructively to lead and/ or work within teams. • Be highly organised and efficient with good time management skills • Ability to articulate and drive a vision for improvement, leading change and raising standards. • Support and coach people; assess their work and manage all resources. • Communicate clearly, the shared aims for the school to a variety of audiences. • Evidence of ability to establish good effective working relationships at all levels. • Motivate and inspire people to achieve their best, and enhance self-esteem. • Be able to maintain good behaviour and have strategies for pupil behaviour and management. • Highly organised, efficient with good time management skills. • Be able to communicate effectively, both orally and in writing to a variety of audiences • Approachable, welcoming with a sense of humour. • Work positively with parents 	<ul style="list-style-type: none"> • Willingness to lead and develop extra-curricular activities. • Work with governors/and or parent groups • Provide school based INSET • Encourage staff to surpass their own expectations.
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