



GEORGE
SALTER
ACADEMY

Job Description – Subject Teacher

Name:

Job Title Teacher of English

Responsible to: Head of English

Vision and purpose

- To develop, plan and deliver effective and high quality learning experiences for all students you teach.
- To be accountable for the learning outcomes and achievement of all students you teach.
- To develop your professional role within the corporate management structure at the Academy.

Be accountable for

Subject knowledge and understanding

- Maintain a secure knowledge and understanding of your subject(s) and related pedagogy to enable you to teach effectively at the Academy
- Keep abreast of current developments in good practice exemplified by syllabus/specification/framework development, research and inspection evidence, adapting your practice appropriately.
- Take responsibility for your own professional development by reviewing your own performance, acting upon advice/feedback and participating in the Academy mentoring and coaching programme if required.

Delivering high quality learning experiences

- Progression in students' learning should be central to all your lesson planning and the development of your schemes of learning. Lessons should be differentiated, homework should sustain student progress and Individual Education Plans should be used effectively.
- Have a knowledge and understanding of a range of teaching strategies to:
 - ◇ deliver learning objectives, personalise learning and adapt your language to suit the needs of the students
 - ◇ demonstrate the ability to manage consistently the learning of individuals, groups and whole classes, implement the Academy rewards system, and maintain good class discipline using the Academy's sanctions, where necessary.
 - ◇ ensure the effective development of students' **literacy**, numeracy, ICT, **thinking skills and personal competencies**, problem solving and team working skills.
 - ◇ Teach engaging and motivating lessons: when present teaching assistants are effectively used.
- Build into learning activities, opportunities to address **Every Child Matters** issues and **Spiritual, Moral, Social and Cultural development** (including Enterprise and Citizenship).
- Have high expectations of learners to ensure they achieve their full educational potential, establishing supportive and constructive relationships with them.
- Establish a stimulating, well organised, purposeful and safe classroom environment in which display is used to support learning: high priority should be given to Health and Safety and Risk Assessments.
- Evaluate the impact of your teaching and feedback to students on their progress, attainment and well-being, modifying your planning and practice when necessary and sharing this with departmental colleagues where appropriate.

Teacher of English

Assessment, Reporting, Recording/Assessment for Learning

- Have knowledge of a range of approaches to assessment, including questioning, oral assessment and peer assessment and the importance of formative assessment.
- Make effective use of a range of assessment monitoring and recording strategies and assess the learning needs of your students in order to set challenging learning objectives and plan future teaching.
- Mark and monitor students' class and homework/assignments to provide constructive feedback and opportunities for reflection to learners on their attainment, progress and areas for development.
- Have a good knowledge of the assessment requirements for public examinations and qualifications in your curriculum area.
- Understand and know how national, local and Academy statistical information can be used to evaluate teaching, monitor progress, help students improve their work and raise achievement.

Achievement, diversity and well-being

- Have a good understanding of factors influencing student learning, including ethnicity, gender, abilities and attainment and how these relate to personalised provision for students.
- Have a detailed knowledge and understanding of your legal liabilities and responsibilities as a teacher regarding diversity and well-being, know who is responsible for these areas at the Academy together with the Academy's policies and procedures.
- Know how to identify and support learners affected by changes or difficulties in their personal circumstances.
- Create opportunities to celebrate achievement, diversity and well being.

Pastoral

- To act as a tutor for students supporting the academic and pastoral needs of each student.
- To be aware of Child Protection issues, knowing how to identify potential abuse/neglect and reporting concerns as they arise.
- To treat all students equally regardless of religion, ethnicity or gender but to be mindful of the different needs, values and beliefs of different groups.
- To use baseline data to track the overall attainment and achievement of students in your tutor group termly; identify underachievement and work with your Head of House to ensure intervention strategies are put into place.

Developing as a professional member of the Academy

- Attend, as required, calendared meetings and completion on time of all documentation required for the effective management of the Academy.
- To work within Academy policies and procedures including the Child Protection safeguarding Policy and Pupil Behaviour Policy.
- Consistently demonstrate the positive values, attitudes and behaviour expected of students.
- Know the statutory framework for professional duties of teachers, an awareness of the policies and practices of the Academy and share in the collective responsibility for their implementation.
- Communicate effectively with students, colleagues, parents and carers to support the well being of students and the raising of students' levels of attainment.
- Have a commitment to collaboration and co-operative/team working in achieving the corporate objectives of the Academy and valuing colleagues' contributions to your professional development.
- Know how to use skills in literacy, numeracy and ICT to support your teaching and wider professional activities.

Additional agreed areas of responsibility

Such other duties appropriate to the grade of post as the Principal may from time to time reasonably determine.

Signed as correct. Date