



City Heights E-ACT Academy

Teacher

DELIVERING EDUCATIONAL EXCELLENCE

The role

We need an exceptional person with determination, focus and a broad understanding of the features of an outstanding school necessary to help create a high-attaining learning community at City Heights E-ACT Academy.

JOB DESCRIPTION

Job Title: **Teacher**

Line Manager: **Director of Curriculum or Subject Leader**

Purpose of Role:

To contribute to City Heights E-ACT Academy's mission by doing what it takes to provide consistently outstanding teaching and learning which engages and challenges all students, meets their needs and ensures that they reach the Academy's ambitious performance targets

Being a teacher at City Heights E-ACT Academy means believing in every child's potential and their ability to achieve high levels of academic performance and excellent behaviour. It means being prepared to constantly review classroom practice to maximize student progress. Teachers at City Heights E-ACT Academy are expected to develop their leadership roles in the classroom and be dynamic team players who are, at all times, solutions focused and relentlessly pursuing the success of every child.

Key responsibilities:

- To teach consistently good and sometimes outstanding lessons that engage and challenge all students.
- To create a nurturing and challenging learning environment in the classroom that helps all students to make excellent progress
- To make an active contribution to our school environment that helps all students to develop as learners
- To be a key team player in maintaining excellent discipline and the aspirational and motivational Academy-wide culture
- To be a form tutor who is willing to do what it takes to ensure that all students and their families embrace our culture and ethos and make excellent progress

Principal Accountabilities:

- Teaching and learning
 1. Carry out teaching duties in accordance with the academy's schemes of work and National Curriculum
 2. Liaise with colleagues to deliver units of work in a collaborative way
 3. Work with teaching assistants and the SENDCo
 4. Incorporate inclusive teaching strategies for EAL students
 5. Provide students with formative feedback
 6. Set targets for student attainment levels
 7. Set work for students absent from school
 8. Demonstrate good practice in the teaching area(s) of responsibility
 9. Where possible provide appropriate work for classes being covered
- Assessing and reporting
 1. Record students' work
 2. Keep class registers showing Additional Educational Needs information and student performance
 3. Maintain lesson evaluations
 4. Mark and return work within the agreed time span, providing feedback and targets
 5. Provide assessment reports to monitor student progress
 6. Liaise with parents and attend consultation evenings
 7. Work within the code of practice relating to Special Educational Needs and EAL
- Teamwork
 1. Work within a team of teachers
 2. Understand issues relating to the organisation and support structures within the academy
 3. Support and uphold the school's policies on behaviour, discipline and bullying
 4. Develop own work within the subject area
 5. Take part in target setting and subject based work
 6. Contribute to staff development activities
 7. Manage the performance of students and teaching assistants

- Standards and quality assurance
 1. Support the aims and ethos of the academy
 2. Set a good example in terms of dress, punctuality and attendance
 3. Attend and participate in open evenings and student performances
 4. Uphold the school's behaviour code and uniform regulations
 5. Participate in staff training
 6. Attend team and staff meetings
 7. Develop links with governors, LEAs and neighbouring schools
 8. Perform any other teaching tasks, as deemed appropriate by your Line Manager

Specific Responsibilities:

As agreed in consultation with your Line Manager. Please note that through negotiations, these may alter from time to time.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

TEACHER - PERSON SPECIFICATION		
	Essential	Desirable
Education, Training and Qualifications • Degree or equivalent • Qualified teacher status • Evidence of and commitment to continuing professional development	✓ ✓ ✓	
Experience, Knowledge, Skills/Competencies • Successful secondary school teaching experience with experience of teaching across the age and ability range • A commitment to working in a challenging urban context • Successful contributions to curriculum development within your subject area • Knowledge of a creative range of pedagogic approaches to delivering your subject • Evidence of developing extra-curricular opportunities which support engagement with your subject	KS3/4 ✓ ✓	KS5 ✓ ✓
Leadership • Evidence of leadership impact on a curriculum or whole-school project • Demonstrable ability to manage the process of change effectively • Contribution to staff professional development sessions • Demonstrable ability to motivate, develop and inspire staff and to encourage student and parental involvement	✓ ✓	✓ ✓

Teaching • Teaching judgements that are regularly at least “good” and sometimes “outstanding” • Experience of using assessment data to inform appropriate teaching and learning • Evidence of subject enthusiasm and involvement with wider subject associations or networks • A secure understanding of best practice in teaching your subject(s) • Knowledge of best practice in developing teaching practices which stretch and engage the most confident and secure learners • Awareness of strategies which engage less confident and secure learners • Ability to instil and ensure high expectations of students	✓ 	✓
Stakeholder Engagement • Ability to work with students to ensure their views and opinions are heard • Successful engagement with departmental teams • Evidence of working effectively with members of the local community • Evidence of working effectively with parents	✓ 	✓
Personal Attributes • Resilience, the ability to work under pressure and be able to meet deadlines • Ability to think strategically, creatively and to prioritise • Excellent communication skills (including written, oral and presentation skills) • Excellent interpersonal skills • Secure record of good attendance and punctuality • A commitment to City Heights’ and E-ACT’s vision, values, aims and the objectives of its academies programme	✓ 	