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| **JOB DESCRIPTION** | Oldbury-Academy-Logo |
| **Job Title:**  **Leading Teacher** |
| **Service term & Grade:**  **Leadership** |
| **Working hours / pattern:** Full-time | **Contacts:** SLT, Heads of Faculty, staff, governors, parents, outside agencies. |

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| **Main Purpose:**   * To support the development of best practice across the school to enhance teaching and learning. * To support faculties and staff in robust self-evaluation of teaching and learning and make a significant contribution to improving the quality of teaching and learning within the team. * To contribute to the improvement of Teaching and Learning across the school and develop a range of activities and strategies to strengthen teaching and learning. * To work in line with the school improvement plan to close the gap in achievement and progress for identified student groups. * To develop, implement and monitor intervention strategies to close the gap for pupil premium students (or other identified group). * To ensure that their own lessons consistently model best practice.   To work closely with Heads of Faculty and staff:   * To monitor the quality of Teaching and Learning within faculties, providing help, advice and support in the planning and teaching of subjects. * To audit and monitor faculty plans for improving the quality of Teaching and Learning. * To raising awareness of standards of Teaching & Learning through whole staff meetings, faculty meetings, displays etc. * Monitoring of half-termly targets through book checks, liaison with specialist staff. * Undertaking lesson observations. * Collation of evidence that high quality Teaching and Learning takes place across the curriculum. |

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| **Operational/ Strategic Planning** | |
| * To assist in the development of strategies for improving Teaching and Leaning, ensuring that they are appropriate in meeting the needs of students and in-line with curriculum developments and changes. | |
| **Curriculum Development:** | |
| * To assist subject staff and faculties in the development of high quality Teaching and Learning. * To respond (through monitoring, audit and review) to national and local developments and/or initiatives and maintain an expertise in the field to ensure the Teaching and Learning Strategy is in line with leading edge strategy. | |
| **Staff Development** |  |
| * Responsible for staff training centred on the quality of Teaching and Learning in order to enable staff to gain experience of materials and strategies available. * To participate in Performance Management reviews as required and provide INSET for staff. * Participate in the induction and training of new staff and preparation of associated reports * To actively challenge, support and develop staff performance in relation to Teaching and Learning * To take a lead in sharing, developing and enhancing teaching practice. * Devise and lead workshops and development activities to train staff in the implementation of functional skills in mathematics and to improve teaching and learning practice * Work with curriculum leaders on the development of consistently good pedagogy across the school * Support and coach staff in developing and extending their pedagogic repertoire. * To be proactive in developing themselves. | |
| **Quality Assurance** | |
| * To monitor, audit and evaluate delivery of the school Teaching and Learning policy, ensuring a consistent approach across the school. * To model best practice in ensuring that lessons are well differentiated including providing for the least able and for the most able and gifted students. * To model best practice in the setting of homework on a regular basis and ensure that students’ work is marked promptly. * Work with Heads of Faculty and others to ensure preparedness for OFSTED inspections. | |
| **Management Information:** | |
| * To make use of data (e.g. KS2 results and test scores) to inform the school and faculties in order to identify issues and to recommend appropriate strategies for development. * To model best practice in the effective use of student performance data, and student and staff target-setting so that this impacts on classroom practice and contributes to raising achievement. | |
| **Communications:** | |
| * To ensure all staff are aware of the Teaching and Learning Strategy and aims and objectives. | |
| **Marketing and Liaison:** | |
| * To contribute to school liaison and marketing activities. * To assist in the development of effective links with primary colleagues and post 16 institutions. | |
| **Management of Resources:** | |
| * To assist in the management of resources and to recommend materials to develop the Teaching and Learning Strategy in order to achieve its aims and objectives. | |
| **Pastoral System:** | |
| * To promote high standards of discipline and pastoral care in line with the whole school systems and behaviour and discipline policy. * To act as a form tutor and to carry out the duties associated with this role where necessary. * To support the development of students through contributing to PSHCE, Citizenship, Enterprise and WRL. Spiritual Moral, Social and Cultural Development. * To ensure the implementation of Behaviour Management systems and Rewards and Sanction procedures consistently to ensure effective teaching takes place. | |
| **Teaching:** | |
| * To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher. | |
| **Other Specific Duties** | |
| * To play a lead role in the life of the school community, to support its distinctive mission ethos and to act as a role model to ensure and encourage staff and students to follow this example. * To continue both personal and professional development and to actively engage in the performance review process. * To undertake any other duty as specified by STPCD not mentioned above. * Employees are expected to be courteous to colleagues and provide a welcoming environment to those who come into contact with the school. * To carry out the responsibilities of the post with due regard to the Academy’s policies, organisation and arrangements, including (but not exclusively) those relating to Child Protection, Health and Safety at Work, Data Security & Confidentiality and Equality. * To perform such other duties as may be required from time to time. | |

Oldbury Academy expects all its employees to share its commitment to safeguarding and the welfare of its pupils. Your attention is drawn to the details of our Safer Recruitment process and the rigorous pre-employment checking that we will undertake in order to demonstrate that commitment.