



Bramhall High School: TLR Allowance holders

In addition to the requirements of the role of a member of the Teaching Staff, the following responsibilities apply:

1. Accountability for leading, managing and developing teaching and learning

- 1.1 Co-ordinate strategies to achieve relevant school improvement priorities that have been identified in the school and department development plans and SEF.
- 1.2 Evaluate and report on the effectiveness of practice in the area of responsibility annually, suggesting areas and issues for further improvement.
- 1.3 Lead professional development in the school and subject through example and support and co-ordinate the provision of high quality professional development for staff and monitor and evaluate impact on learning.
- 1.4 Build effective links with the local community, including business and industry, in order to develop the public profile of the school.
- 1.5 Use financial and resource management innovatively and effectively in order to evidence VFM and impact on learning.

2. Impact on educational progress within the department

- 2.1 Monitor and evaluate assessment data from across the school and within subject / area of responsibility to identify trends in pupil performance and issues for development.
- 2.2 Define intervention strategies across subject or area of responsibility to address issues for development that are identified.
- 2.3 Evaluate and report on the effectiveness of intervention strategies used to address identified issues.
- 2.4 Identify quantifiable and challenging pupil progress objectives with teachers within their performance management objectives.
- 2.5 Support teachers in planning appropriate strategies to achieve pupil progress target levels and objectives.
- 2.6 Ensure that agreed pupil progress target levels within the area of responsibility are achieved or exceeded.
- 2.7 Encourage pupils' motivation and enthusiasm in the area of responsibility, developing positive responses to challenge and high expectations.
- 2.8 Monitor the objectives and targets for pupils with SEN and promote the importance of raising their achievement and evaluate the outcomes.

3. Leading, developing and enhancing the teaching practice of others

- 3.1 Monitor and evaluate the planning of other teachers, providing constructive and developmental feedback on a regular basis.
- 3.2 Disseminate examples of effective planning practice within area of responsibility.
- 3.3 Ensure that teachers are aware of the needs of inclusion of all pupils and groups and make provision for this in their planning.
- 3.4 Ensure that feedback from lesson observation, work scrutiny and analysis of assessment data is appropriately reflected in teachers' planning and practice.
- 3.5 Ensure teachers are clear about the teaching of objectives in lessons, understand the sequence of teaching and learning in the subject or area of responsibility, and communicate this to pupils.
- 3.6 Observe colleagues teaching (through performance management arrangements and/or school and subject QA) and provide evaluative feedback on the effectiveness of their teaching strategies to bring about further improvement.
- 3.7 Identify and promote innovative and effective teaching strategies in the area of responsibility to meet the needs of all pupils.
- 3.8 Co-ordinate and monitor the deployment of teachers, support staff and other adults to ensure their effective contribution to pupils' learning.