

Subject Teacher - Bristol Brunel Academy

WHY: The Academy believes that teaching is the most important aspect of the Academy; it is what makes teachers professional and what unlocks incredible futures for students. The Academy expects all teachers to typically teach Good to Outstanding lessons, enabling students to make at least three sub levels of progress each year.

HOW: Through taking responsibility for the learning of allocated groups of students - planning, delivering, facilitating and assessing their learning. Working towards typically good and outstanding lessons that achieve good student progress over time. Taking responsibility for their professional learning and development by taking part in the Academy performance management process and attending INSET and CPD sessions as required. Showing ambition to develop as an outstanding teacher and leader. By taking an active role in supporting the Academy's high expectations of student behaviour and attitudes towards learning.

WHAT:

Responsibilities	KPIs
To plan and teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere. To use a variety of delivery methods, which will stimulate learning that is appropriate to student needs and demands of the syllabus. Most aspects of teaching over time are good.	To use data effectively to plan appropriate work for students. Differentiated learning objectives and success criteria. Setting of homework which is recorded on Show My Homework. Consistently Good lesson observation feedback.
To mark, grade and give written/verbal and diagnostic feedback as required. To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as required.	Formative feedback in books/folders in line with Academy policy. Students respond to this feedback to redraft, redo and improve their work.
To complete the relevant documentation to assist in the tracking of students. To track student progress and use information to inform teaching and learning. To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.	To complete reporting cycles by pre-defined deadlines. To record assessment and progress data through a markbook/tracker. Annotated seating plans, including intervention strategies/stretch and challenge and Raising Achievement Plans.
To ensure that ICT, literacy, numeracy and oracy are reflected in the teaching/learning experience of students.	Plan lessons according to the Medium Term Plan, which has numeracy/literacy/oracy/ICT embedded.
To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.	Use of the "Right to Learn" policy for managing behaviour. Make contact with Year Teams, Curriculum Leaders and parents as appropriate.
To undertake assessment of students as requested by external examination bodies, department and school procedures.	Produce and provide resources as appropriate. Completion of official paperwork by set deadlines.
To actively engage in the Performance Management Review process. To continue professional development in the relevant areas including subject knowledge and teaching methods. To take part in the school's staff development programme by participating in arrangements for further training and professional development.	PM Review Process with evidence, including data, work scrutiny and lesson observation. Attendance and engagement in all CPD sessions.
To ensure the effective/efficient deployment of classroom support.	Provide classroom support with lesson plans and outlines of Medium Term Plan. Regular reflections on their deployment within the classroom.
To work as a member of a designated team and to contribute positively to effective working relations within the school and the wider Federation.	Attend and contribute to team meetings and briefings. Working collaboratively in FNN (and other CPD sessions).
To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's ethos and Strategic Objectives. To assist in the development of appropriate syllabuses, resources, schemes of work,	Contribute to Medium Term Plan reviews. Actively contribute to team meetings.

marking policies and teaching strategies in the Curriculum Area and Faculty.	
To contribute to the Curriculum Area and faculty's SEF and its implementation.	Contribution made to department SEF. Contribute to team meetings.
To take part in marketing and liaison activities such as Open Evenings Parents Evenings, Review days and liaison events with partner schools.	Attend parents evenings, open evenings as appropriate. Actively collaborate in FNN evenings and seek liaison events with other partner schools.
To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the School, faculty and the students.	Attend and contribute to CPD across the school and/or CLF. Share resources in briefings, blogs and twitter posts as appropriate.
To undertake the daily duties of a form tutor in the monitoring of each student's lesson scores, keeping students behind after school, attendance at assembly, chasing absence notes, monitoring students' equipment and uniform, delivering and contributing to tutor time schemes of work, liaising with the Year Team, supporting the tutor group's House activities and being a point of contact for parents. Routinely check uniform and equipment. To carry out duties as directed at break, lunch, before and after school.	A well-established relationship between the tutor groups' parents and the tutor, and between the students and tutor. Absence notes are followed up. Lesson scores are monitored daily and appropriate sanctions or interventions actioned. Concerns about individual students are quickly and appropriately followed up.
To undertake other duties as required by the Principal.	
Band 2 (previously referred to as M4 - M6)	
Most aspects of teaching over time are good with outstanding features.	Consistently Good with outstanding features lesson observation feedback.
Most student progress is in line with Academy target and some exceeds.	Data tracking and independent intervention.
Collaboration and productive sharing of professional practice impacts on progress and on areas of Academy community and the wider Federation.	Leading CPD both inter-team and intra-team. Contributing to Project Teams and Federation Network Nights.
Takes a proactive approach to own CPD, showing initiative in accessing advice and developing practice.	Independently researches personal CPD requirement and seeks support in accessing them.
Band 3 (previously referred to as UPS1 - UPS3)	
Most aspects of teaching over time are outstanding and there is a significant impact on the quality of teaching of at least 2-3 other teachers.	The majority of lesson observations are outstanding. Ability to share good and outstanding practice with others.
Significant numbers of students exceed Academy expectations beyond the remit of the post holder as a result of their wider influence. Collaborative work demonstrates enthusiastic commitment to develop self and others, and has an impact on the Academy community and the wider Federation.	Sharing of good and outstanding practice in either CPD or faculty teams and across the Federation.
Proactively leads the professional development of self and others with a clear impact on improved outcomes for students.	Can clearly identify raised expectations and achievement in students through professional development. Confident use of data to support differentiated learning journeys of students in their care.
Proactively seeks opportunities to lead whole Academy improvement strategies.	Plays an active role in the development journey of 2 or 3 other colleagues. Plays an active role in Academy improvement priorities. Shares practice freely both within and across the Federation.

Bristol Brunel Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.