

Person Specification: Main Scale Teacher

Qualification criteria:

1. Qualified to at least degree level.
2. Qualified to teach and work in the UK.
3. Ability to teach all Key Stages.
4. Evidence of recent, relevant professional development.
5. This post is subject to an enhanced Disclosure and Barring Service (DBS) check

Experience:

6. Experience of delivering good to outstanding lessons to students of all ages and abilities.
7. Experience of raising student achievement and ensuring students make good or better progress within subject area.
8. An ability to use data to inform intervention in terms of teaching and learning to raise achievement.
9. Experience of implementing behaviour management strategies consistently and effectively.
10. Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes.
11. An up to date knowledge of the curriculum area and experience of having designed, implemented and evaluated effective, imaginative and stimulating lessons and Schemes of Work.

Vision and Strategy:

12. Vision aligned with Cox Green School of high aspirations and high expectations of self and others.
13. An understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour and a commitment to relentlessly implementing these strategies.
14. A commitment to the safeguarding and welfare of all students.

Behaviours, Skills and Abilities:

15. The ability to enthuse and inspire others and has a 'can do' attitude.
16. A passion for the subject and relentless determination that every student develops and succeeds.
17. The potential ability to lead, coach and motivate students and staff.
18. Excellent listening skills and high levels of emotional intelligence.
19. Strong organisational and time-management skills.
20. Resilience and optimism to deal with day-to-day challenges while maintaining a clear strategic vision and direction.
21. The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop.
22. Confidence and self-motivation.
23. The ability to work well under pressure and to be decisive.
24. High levels of honesty and integrity.
25. Ability to communicate fluently in accurate spoken and written English.

Job Description: Main Scale Teacher

Line Manager:	Learning Leader
Posts directly supervised:	N/A
Main Purpose of Role:	To secure excellent achievement and progress of all students that are taught and to ensure gaps are narrowed within the classes taught. To deliver high quality teaching and learning, the effective use of resources and improved standards of learning and achievement of all students.
Conditions of Service:	Reference should be made to the School Teachers' Pay and Conditions Document and the National Standards for Teachers. It is a requirement that teachers meet these standards.
Core Accountabilities:	
Achievement and Progress :	
<ul style="list-style-type: none"> • Ensure all students, including those with SEN make at least good progress across all key stages as defined by external and internal data (eg: IDSR, ALIS and ALPs). • Ensure variations between the progress made by different groups of students or any areas of underachievement including the variation of groups of students, is addressed and the achievement gap is narrowed significantly. • Ensure attainment of students is at least good when compared to national averages. • Ensure all learners acquire knowledge of the curriculum quickly and in depth. • Ensure all learners develop literacy, communication and numeracy skills. 	
Teaching and Learning:	
<ul style="list-style-type: none"> • Meet the professional standards for teachers. • Teach and plan high quality lessons in which students make at least good progress. • Teach students and key stages across the curriculum as required by the timetable. • Deliver consistently good or better lessons (as identified by OfSTED criteria) • Promote consistently high expectations of all students and apply whole school policies. • Acquire and maintain excellent and up to date subject knowledge. • Assess students' prior knowledge, skills and understanding accurately and use data to inform interventions. • Systematically and effectively check students' understanding throughout lessons, homework and over time through summative and formative assessment (in line with school policy). • Use well judged and imaginative teaching strategies to provide support and intervention to meet the needs of individual learners in order that they make at least good progress relative to their starting point. • Promote and generate high levels of enthusiasm for, participation in, and commitment to learning amongst all students. • Promote students' confidence and independence so that they are able to tackle challenging activities and can display high levels of resilience. 	

Behaviour and Safety:

- Develop and promote effective partnerships with parents, careers, other staff and students so they are highly positive about the subject area in terms of achievement, teaching and learning, behavior and safety.
- Take a lead role in establishing a positive learning environment within the classroom so that students are able to make a positive contribution and can learn and thrive in an atmosphere of dignity and respect.
- Ensure all students within the classroom show high levels of engagement, courtesy, collaboration and cooperation within the subject area.
- Ensure all students taught within the classroom arrive punctually to lessons and learning time is maximized.
- Ensure student behaviour is managed through a systematic, consistent approach to behaviour management, in line with whole school policy.
- Take active steps to eradicate all forms of bullying.
- Be aware of what constitutes an unsafe situation and know how to keep yourself and others safe.

Leadership and Management:

- Demonstrate an uncompromising and highly effective drive to improve achievement, or sustain the highest level of achievement, for all students, over a sustained period of time.
- Lead by example and demonstrate passion and ambition for the school, subject and its students.
- Support the Learning Leader in self-evaluation activities.
- Support the Learning Leader with the production, implementation, monitoring and evaluation of a subject development plan in line with the school priorities and the whole school development plan.
- Focus relentlessly on improving the quality of teaching and learning and assessment within the classroom and ensure that it impacts on learners.
- Provide highly positive, memorable and rich experiences for high quality learning which contributes to student achievement within the subject area and spiritual, moral, social and cultural development.
- Employ highly successful strategies for engaging with parents and carers.
- Employ highly effective strategies to improve achievement and progress by: seeking out and modeling best practice, reflecting on the quality of teaching, learning, behavior and progress, being open to coaching, dialogue, mentoring and support.
- Seek regular feedback through line management and be positive and active in team meetings to allow for effective communication and dissemination.
- Take part in staff appraisal and, absence management meetings (if applicable).
- Use appropriate strategies to tackle student and staff underperformance and celebrate student achievements.
- Play an active role in quality assurance processes such as collaborative planning, work sampling, learning walks, student voice activities and lesson observations which allow for greater consistency in teaching and learning.
- Work effectively and positively with the governing body, the leadership team and all other staff.
- Meet the statutory requirements for safeguarding.

General responsibilities:

- As a leader and manager in the classroom contribute to the overall leadership and management of the school and be proactive in supporting an ethos that recognizes and celebrates success and promotes high expectations and aspirations.
- Contribute to the effective management of the school through the implementation of school policies and code of conduct.
- To be a visible presence around the school.
- Attend meetings and parents' meetings relevant to the post.
- Other duties as the Head may reasonably require.

Specific areas of responsibility allocated will be rotated from time to time to provide ongoing professional development and in the light of the changing needs of the school. Any major change in the manner and scope of responsibilities mentioned above will be agreed in negotiation between the holder and the Headteacher.

I have read the Job Description and agree to all the terms and conditions set out. I also agree to comply with all School Policies, Child Protection and Health and Safety regulations. I understand that this Job Description is not an exhaustive list and I agree, when required, to undertake any reasonable request made by the Leadership Team.

Name:**Signature:****Date:**