

Responsible to: Headteacher

Core Functions Of The Role (Please also refer to the Job Description for Class Teacher):

- To take a strategic lead in the implementation of high quality teaching and learning across the curriculum.
- To support the development of teaching standards and pedagogy through coaching, training, mentoring, peer to peer observation and collaborative planning.
- To ensure that staff are well informed and knowledgeable about evidence-based teaching approaches which increase challenge, knowledge retention and higher order thinking skills.

Specific tasks in addition to those of a Main Teacher: Teaching and Learning

- Work with colleagues across the school and wider Federation to improve the quality of teaching.
- Use a range of strategies to support the development of good and outstanding teaching.
- Monitor the quality of teaching, giving appropriate feedback to staff and accurate evaluations to the Senior Leadership Team.
- Assist the Senior Leadership Team in monitoring and reviewing the quality of teaching and learning.

Induction and Training

- Plan and deliver induction programmes for new staff.
- Participate in the training of ECTs.
- Participate in ITT partnership activities.
- Undertake professional training for all aspects of school leadership and management and keep up to date with new initiatives across the curriculum.
- Provide training and support to staff within school and across the Federation where appropriate.

Curriculum

- Develop teacher subject knowledge in designated curriculum areas.
- Support the Senior Leadership Team in the development of a broad, balanced and innovative curriculum including opportunities for the application of skills across the curriculum.
- Effectively monitor and evaluate designated curriculum areas and work independently and as a team to plan and implement strategies for necessary improvements.
- Produce good quality support materials for curriculum development and implementation.

Innovation

- Where appropriate, manage projects in school or across the wider Federation.
- Keep up to date with developments in teaching and learning in designated curriculum areas.

Outreach

- When required, provide outreach support to schools within the Federation.

In addition to undertake such duties of a similar nature as may be reasonably directed by the Headteacher from time to time.

Note: The duties and responsibilities of this post may vary from time to time according to the changing needs of the school. This job description may be reviewed at the discretion of the head teacher in the light of those changing requirements and in consultation with the class teacher and governing body.

Person Specification in addition to that for a Main Scale Teacher

1. Qualifications

- Degree level qualification.
- Qualified Teacher Status e.g. Postgraduate Certificate in Education.
- Evidence of professional development relevant to the role
- Has achieved (or is undertaking) a relevant NPQ e.g. NPQLTD or NPQLT

2. Knowledge and Understanding

- Excellent knowledge of the National Curriculum across all key stages.
- Excellent understanding of assessment processes and how to use these to support planning and raise student achievement.
- Excellent knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged.
- Excellent understanding of what constitutes effective teaching for learning.
- Excellent knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques.
- Excellent knowledge and understanding of how basic skills are developed in students and how they can be applied across the curriculum.

3. Experience

- At least four years experience as a classroom teacher in a mainstream primary school.
- Experience of leadership roles within a team including designing and developing resources to support learning.
- Experience of working with other teachers and professionals to extend their understanding of educational issues.
- Experience of robust self evaluation and development planning linked to this.
- Experience of coaching other staff so that their classroom practice develops.
- Experience of preparing and leading training sessions.

4. Skills and Attributes

- Excellent communication skills orally and written, including confident presentation to groups of adult learners.
- Excellent use of ICT to make learning engaging and dynamic and to support assessment and management functions.
- The capacity to form positive learning-centered relationships with other professionals at different stages in their careers.
- The capacity to consistently perform to a high level of success and act as a role model for other professionals.

5. Leadership/Management skills

- Motivates and directs staff and students.
- Delegates appropriate roles effectively.
- Provides creative and innovative ideas to ensure new processes are implemented within the curriculum with minimal disruption.
- Able to provide support and challenge effectively.
- Leads by example in standards of behaviour in the work environment.