



Birches First School

Believe, Grow, Succeed



CMAT : JOB DESCRIPTION : Class Teacher

RESPONSIBLE TO: Headteacher

STAFF SUPERVISED: TA

RESPONSIBLE FOR: Pupil Progress and standards; curriculum development for a subject of the curriculum, one after school club a week from September 2020 onwards.

GENERIC TEACHER ROLE

- To carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions document and subject to any amendments due to government legislation. This includes any duties as may be reasonably directed by the Headteacher.
- To demonstrate good inclusive practice with particular reference to children with special educational needs, more able children and children with English as an additional language.
- To be committed to and actively promote the school's equal opportunities policy.
- To uphold the school's principles and policies which underpin good practice and the raising of standards.

PERFORMANCE MANAGEMENT/INDUCTION

- Performance management/Induction assessment will be based on the responsibilities listed above and judgements will be made against these as part of the school's performance management cycle. In addition, the following standards will be considered where there is an application to progress through the threshold and onto UPS2 and UPS3.

KNOWLEDGE & UNDERSTANDING

- Demonstrate a thorough and up-to-date knowledge of the curriculum and effective teaching and learning strategies.

TEACHING & ASSESSMENT

- Demonstrate that you consistently and effectively plan lessons and sequences of lessons to meet pupils' individual learning needs.
- Demonstrate that you consistently and effectively use a range of appropriate strategies for teaching and classroom management ensuring that the majority of lessons are good or better, at UPS level, all lessons are at least 'good' and some 'outstanding'.

- Demonstrate that you consistently and effectively use information about prior attainment to set well-grounded expectations for pupils and monitor progress to give clear and constructive feedback.

At UPS3 level:

- make a distinctive contribution to raising pupil standards (ref STRB).
- All of your lessons are judged at least 'good' and a majority of your lessons 'Outstanding' in OfSTED terms.

PUPIL PROGRESS

- Demonstrate that, as a result of your teaching, most pupils in all groups achieve well relative to the pupils' prior attainment, making progress as good or better than similar pupils nationally (this should be shown in marks or grades in any relevant national tests or examinations, or school-based assessment for pupils where national tests and examinations are not taken).

At UPS level

- Almost all pupils achieve in line with school expectation and some exceed
- Analyse and evaluate data which positively impact on practice and outcomes across schools and or clusters.

WIDER PROFESSIONAL EFFECTIVENESS

- Take responsibility for your professional development and use the outcomes to improve your teaching and pupils' learning.
- Make an active contribution to the policies and aspirations of the school.

At UPS2 level:

- share your expertise with colleagues

At UPS3 level:

- take advantage of appropriate opportunities for professional development;
- use professional development effectively to improve pupils' learning;
- contribute effectively to the work of the wider team; and
- play a critical role in the life of the school (ref STRB).

PROFESSIONAL CHARACTERISTICS

Demonstrate that you are an effective professional who challenges and supports all pupils to do their best through:

- inspiring trust and confidence;
- building team commitment;
- engaging and motivating pupils;
- analytical thinking; and
- taking positive action to improve the quality of pupils' learning.

At UPS3 level:

- provide a role model for teaching and learning (ref STRB).

SAFEGUARDING CHILDREN

- The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will require an enhanced CRB clearance.

ORGANISATIONAL DETAILS

The above job description was agreed on (date). It may be reviewed and/or amended at any time but before this happens you will be given appropriate opportunities to discuss the proposed amendments. It will be reviewed as part of the annual performance process.

Career Stage Expectations

Please refer to the school's career stage expectations document for further guidance on expectations at each pay range

_____ signed by (post holder)

_____ signed by (Headteacher)