

Our Lady of Lourdes Catholic Primary School

Job Description



Teachers with TLR's

JOB PURPOSE

A school may award a TLR payment to a classroom teacher for undertaking a sustained additional responsibility, for the purpose of ensuring the continued delivery of high-quality teaching and learning and for which the teacher is made accountable. Before awarding any TLR, the relevant body must be satisfied that the teacher's duties include a significant responsibility that is not required of all classroom teachers and that:

- **is focused on teaching and learning**
- **requires the exercise of a teacher's professional skills and judgement**
- **requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum**
- **has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils**
- **involves leading, developing and enhancing the teaching practice of other staff**

In addition to your core teaching job description (Mainscale/UPS), staff in receipt of a TLR Responsibility payment are required to:

- To lead, manage and develop a key area of school provision
- To be an effective role model for your team in terms of teaching, behaviour, and classroom management
- To maintain a portfolio of the focus subject area
- To lead a School Improvement Planning in relation to the focused area of provision
- To improve rates of pupil progress within the area in which they lead with clear expectations of achievement
- To lead staff training in relation to their area of provision
- To attend training and disseminate this back to staff
- To model effective practise in the focus area to other staff
- To liaise with class teachers and other staff members to ensure high-quality provision for all learners
- To lead colleagues in formulation, review, and evaluation of policy, in consultation with the Headteacher
- To use school data and tracking to highlight children who are underachieving
- To analyse critically the implementation of developments to raise standards
- To report regularly to the Headteacher and Governors on children's progress
- To lead and support moderation of work, both internally and externally, to the school
- To engage Pupil Voice into the plans for the subject area being led
- To keep up to date with all DfE initiatives and wider knowledge in the focus subject area
- To always operate within the stated policies and practices of the school
- To identify needs and to resource, in consultation with colleagues, allocated curriculum area within the limits of given budget
- To be responsible for checking, storing, and ensuring appropriate use of related resources