

Teaching and Learning Responsibility (TLR2)

**Person Specification**

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| **Job title:** | Phase 3 Leader |
| **Area of accountability:**  **Grade:** | Teaching and learning responsibility for Y 7 & 8 phase  Standard national scale in line with the current *School Teachers’ Pay and Conditions* document plus the appropriate TLR2 (Lower) payment plus SEN spot |
| **School:** | John Chilton School |
| **Responsible to:** | The Headteacher, Deputy Headteachers and the Governing Board |
| **Supervisory responsibility:** | Y7 & 8 Teachers and Teaching Assistants. |

**Qualifications**

1. Qualified teacher status or recognised equivalent (application form).

**Experience – show evidence of**

1. Significant experience of teaching pupils with Special Educational Needs
2. Experience of teaching across a variety of age ranges relevant to the post.
3. Recent experience of successfully leading an area within a group or department.

**Professional knowledge**

1. A clear understanding of the essential qualities necessary for improving the quality of learning and teaching as well as interventions and therapies to support pupils’ EHCP outcomes
2. In depth knowledge of the age group as relevant to the TLR role being applied for.
3. Up to date knowledge of statutory regulations and guidance relating to the post.

**Professional skills**

Can demonstrate the ability to:

1. Demonstrate consistently high-quality teaching strategies.
2. Support and motivate colleagues and pupils by leading through example.
3. Communicate effectively to a wide range of audiences, including parents, therapists and other professionals (verbal, written, using ICT as appropriate).
4. Manage a team to successfully achieve agreed goals including appraisals and related target setting.
5. Develop and deliver effective professional development for staff as appropriate.
6. Be an effective team player who works collaboratively and effectively with others.
7. Analyse data to evaluate this TLR area for the performance and achievement of pupil groups, pupil progress, therapies and behaviour support and be able to plan appropriate course/s of action for improvement.
8. Contribute effectively to the work of the Headteacher and the Senior Leadership Team.
9. Deal successfully with situations that may include difficult situations and conflict resolution.
10. Demonstrate understanding of both SLD and MLD approaches within Year 7 + 8
11. Demonstrate consistently high behaviour management strategies and support
12. Display organisational skills to support with day to day, time restricted actives such as staffing, timetabling and room allocations

**Commitment**

1. Demonstrate a commitment to:
   1. equalities
   2. promoting the school’s vision and ethos
   3. high quality, stimulating learning environment
   4. relating positively to and showing respect for all members of the school and wider community
   5. ongoing relevant professional self-development
   6. safeguarding and child protection

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| **Signature of post holder** |  | **Date** | **/ /** |
| **Signature of Headteacher** |  | **Date** | **/ /** |