



ST NICHOLAS CHURCH OF ENGLAND PRIMARY SCHOOL

JOB DESCRIPTION for TEACHING and LEARNING LEADER

Accountable for Leading, Managing and Developing Standards in Teaching and Learning and Driving Improvement in English

In addition to the Class Teacher Job Description ie:

- Fulfill the professional responsibilities of a teacher, as set out in the [School Teachers' Pay and Conditions document](#)
- Meet the expectations set out in the [Teachers' Standards](#)
- Line manage and appraise identified staff as requested
- Assist in the smooth running of the school at all times

The teacher with the TLR will:

Main Purpose

- Use professional skills and judgements to provide **strategic and practical leadership** in their TLR area
- Take specific responsibility and accountability for the **day-to-day management and organisation** of their TLR area
- **Lead, manage and develop** their TLR area, and provide guidance for other teachers, including training, support and advice to improve school practices
- **Monitor and improve standards** within their TLR area across the school, with demonstrable changes for pupils outside of their own classroom or group of pupils
- **Monitor planning, curriculum coverage and learning outcomes.**
- **Demonstrate best practice in their subject**, using engaging strategies to boost classroom engagement
- **Show knowledge of their subject** including latest requirements and developments
- **Review the curriculum as required**, highlighting areas where teaching can be broadened and attainment improved, and providing data to the Headteacher or others as required
- **Be the voice for your subject**, ensuring classroom teachers' experiences and opinions are represented within the school, including dealing with any issues on a day-to-day basis.

Whole-School Organisation, Strategy and Development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school

- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Ensure teaching and learning within your subject is aligned with school ethos, identifying any procedural issues and providing workable solutions
- Lead by example, with the highest professional and personal standards and classroom management.

Person Specification

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none"> ➤ Qualified teacher status ➤ Successful teaching experience across a range of Year Groups/Phases ➤ Evidence of professional development relevant to this role
Skills and knowledge	<ul style="list-style-type: none"> ➤ Good knowledge of legislation and guidance on curriculum requirements ➤ Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staff ➤ Excellent communication and organisational skills ➤ Knowledge of effective teaching and learning strategies ➤ A good understanding of how children learn ➤ Ability to adapt teaching to meet pupils' needs ➤ Ability to build effective working relationships with pupils ➤ Knowledge of guidance and requirements around safeguarding children ➤ Knowledge of effective behaviour management strategies ➤ Good IT skills, including use of Sonar ➤ Effective communication and interpersonal skills ➤ Ability to communicate a vision and inspire others ➤ Ability to build effective working relationships with staff and other stakeholders
Personal qualities	<ul style="list-style-type: none"> ➤ High expectations for all pupils and belief in bringing out the best in all ➤ Commitment to upholding and promoting the ethos and values of the school ➤ Commitment to always act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school ➤ Ability to work under pressure and prioritise effectively ➤ Commitment to maintaining confidentiality at all times ➤ Commitment to equality

A TLR is a Teaching and Learning Responsibility, which attracts an extra payment (currently £3200). We do not pay TLR 1 as part of our Pay Policy.

TLR 2 payments are allowed only for posts of **significant responsibility**, which in this school are leading English and Mathematics.