

## TEACHING STAFF

### JOB DESCRIPTION

<b>ROLE TITLE</b>	CUSP Teaching Lead
<b>CONTRACTED HOURS</b>	1.0 FTE
<b>LOCATION</b>	Park Road, Haverhill.
<b>GRADE / SCALE POINT – SALARY</b>	L3 to L7
<b>REPORTING TO</b>	Curriculum Development Director

#### INTRODUCTION

All Unity Schools Partnership schools embrace a strong set of values which ensure that pupils learn how to take their place in modern Britain. Every member of staff is required to uphold and promote the values of the Trust in every aspect of their work performance. All members of the Trust are responsible personally and collectively for supporting pupils in becoming confident individuals, successful learners and responsible citizens, through:

- Modelling the Core Values at all times;
- Nurturing passions and interests and stimulating their intellectual curiosity;
- Continuously raising aspirations and self-esteem;
- Intentionally developing Leadership
- Contributing to the wider range of opportunities offered by and for the school community;
- Actively supporting and promoting pupil voice;
- Assuming responsibility (as required) for the learning progress of a specific group of individual pupils.

#### JOB PURPOSE

To ensure excellence in teaching across KS1 and KS2

To support the continued growth of CUSP to raise standards and improve educational outcomes for children with Unity Schools Partnership. .

To lead face to face and remote CPD, including Pupil Book Study across Trust Schools as well as schools who subscribe to CUSP.

## **KEY TASKS AND RESPONSIBILITIES**

- Support the Trust in reaching its educational targets and objectives;
- Ensure that the Trust's Teaching & Learning (T&L) policy is embedded in all schools through coordination of the policy and effective working relationships with all other members of the Executive T&L group and individual schools' leaders;
- Contribute to monitoring of the Teaching and Learning and assessment policies in all the Trust's Primary schools, to ensure that these inform practice;
- Provide sustained support through the highest quality monitoring, challenge and intervention to schools, in order to improve standards and raise outcomes for all;
- Preserve and promote the Trust vision and values and ensure that the culture of Trust schools embodies its values;
- Gather, share and analyse Trust wide intelligence and data to enable the Executive Group (T&L) to have a consistent picture of strengths and weaknesses across the Trust. Liaise with the Education Team over findings that require interventions;

## **Specific**

- Develop, implement and monitor policies to provide quality assurance for school effectiveness in relation to the Trust's Teaching and Learning policy
- Keep abreast of the latest developments in Education in line with latest research on effective teacher professional development
- Create, develop and market Unity SP's own school curriculum (CUSP), including the provision of resources, literature, and toolkits
- Proactively engage schools who make enquiries about CUSP and provide the most up to date and accurate advice about CUSP subscriptions and benefits of the partnership
- Create, record and deliver appropriate CPD to improve the teaching of CUSP, positively influencing learning outcomes in each school and across primary schools within Unity SP
- Support teachers identified in each school to improve their practice to effective / highly effective
- Support middle and senior leaders to accurately monitor and evaluate teaching and learning through Pupil Book Study
- Support senior leaders to improve and enhance their school curriculum through CUSP
- Promote CUSP nationwide to enhance the opportunities for all children in Primary Education
- Further create alternative revenue streams deriving from CUSP and its ancillary products.

### **Key Performance Indicators**

- CUSP Teaching and Learning is consistent across Y1 – Y6 within Unity Schools Partnership, with a focus on KS1
- Specific and targeted CPD impacts positively across all Unity SP schools
- Improve specific teachers, who require support, to be more effective in their practice
- School visits, remote or face to face CPD used to determine deployment needs

### **SAFEGUARDING**

Unity Schools Partnership is committed to safeguarding and promoting the welfare of children and young persons at all times. The postholder will be responsible for promoting and safeguarding the welfare of all children with whom they come into contact, in accordance with the Trust's and the School's Safeguarding policies.

The post holder is required to obtain a satisfactory Enhanced Disclosure from the Disclosure and Barring Service (DBS).

### **GENERAL**

1. Actively contribute to and promote the overall ethos and values of the school and the wider Trust.
2. Participate in training and other learning activities and performance development as required.
3. Maintain consistent high standards of professional conduct, tact and diplomacy at all times in dealings with pupils, parents, staff colleagues, external agencies and any other visitors to the school or wider Trust.
4. Maintain absolute confidentiality and exercise discretion with regard to staff / pupil information and the Trust's business at all times.
5. Act as an ambassador for the school and the wider Trust within the local community and beyond, ensuring that the ethos and values of the Trust are promoted and upheld at all times.
6. Undertake any other reasonable tasks and responsibilities as requested and fall within the scope of the post.

### PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<p>First degree / training certificate.</p> <p>Qualified Teacher Status (QTS)</p> <p>Recent professional development relevant to a senior leadership role in an educational setting.</p>	
<b>EXPERIENCE AND KNOWLEDGE</b>	<p>Expert subject knowledge of the Primary curriculum.</p> <p>Successful experience at a <b>Teaching and Leadership</b> level.</p> <p>Proven subject leadership and management experience and expertise at senior management level:</p> <ul style="list-style-type: none"> <li>• Curriculum development.</li> <li>• School improvement planning.</li> <li>• Performance management.</li> </ul> <p>Evidence of improving teaching across the primary setting through:</p> <ul style="list-style-type: none"> <li>• experience of teaching CUSP across the curriculum in KS1 and KS2</li> <li>• challenging, influencing and motivating others to attain high goals</li> <li>• a record of successfully implementing initiatives to raise standards in more than one school</li> <li>• experience of analysing and using school performance data</li> <li>• current knowledge of teaching technologies, their use, implementation and impact</li> <li>• leading professional development and evidencing long-term impact</li> </ul>	<p>Successful and varied teaching experience throughout the relevant phases / key stages.</p> <p>Experience of working within a Multi-Academy Trust.</p>
<b>KEY SKILLS AND ATTRIBUTES</b>	<p>Understanding of SEND and Disadvantaged barriers as well as solutions through adaptive teaching and scaffolding of support.</p>	<p>Involvement in broader educational groups in the region / UK / Abroad</p>

	<p>Commitment to an educational provision of the highest quality.</p> <p>Ability to communicate very effectively with a wide range of people.</p> <p>Excellent interpersonal skills.</p> <p>Ability to work under pressure and to time and targets.</p> <p>Ability to prioritise and delegate appropriately,</p> <p>Ability to develop and maintain good working relationships.</p> <p>Experience in delivering strategies which empower teachers to reflect, refine or improve their delivery of CUSP routines and skills.</p> <p>Proven ability to think creatively and bring fresh ideas to schools at various stages of their journey to Excellent</p> <p>Evidence of coaching teachers to improve practice and leaders to improve leadership.</p>	
--	--	--