



## **Job Profile: Lead Teacher (Alternative College Hub)**

- ❖ **Post Title:** Lead Teacher (IET Alternative College)
- ❖ **Salary:** Uplift of TLR 2.3 for MPR/UPR Teachers or an Additional payment for UQT Teachers
- ❖ **Location Base:** Alternative College Hub
- ❖ **Directly Accountable To:** Head of Alternative College

### **Key Teaching Accountabilities**

- To plan, prepare and deliver high quality lessons that meet the needs of all students to facilitate good learning and progress.
- To develop personalised learning programmes according to individual student needs.
- To develop and contribute to schemes of learning.
- To assess student work providing appropriate feedback and to encourage further improvement.
- To maintain comprehensive records of students' progress and assessment in line with IET and Alternative College policy.
- To report on student progress in line with IET and Alternative College policy.
- To promote and support the progress of all students and their well-being.
- To maintain a stimulating, safe and appropriate learning environment.
- To participate in the life of the Alternative College, including contributions to the team ethos, participation in CPD and Growing Great Staff, and participation in Alternative College routines, duties and whole Alternative College activities.

### **Key Leadership Accountabilities**

- Work alongside the Head of the Alternative College taking a leading role in the day to day running of the Alternative College, working in collaboration with the Lead Teacher for the Aspire Project.
- Work strategically alongside the Head of the Alternative College in developing the college offer, ensuring the best outcomes for students.
- To take a leading role in working collaboratively with referring mainstream schools.
- Take responsibility for the organisation of the CPD schedule for all staff working on the Alternative College, in collaboration with the Lead Teacher for the Aspire Project and in consultation with the Head of Alternative College.
- To undertake line management in line with Alternative College needs.
- To agree a personal work programme with the Head of Alternative College and undertake any appropriate duties as directed by them.
- Keep up to date with developments in Education, including the use of technology in education, digital strategies for teaching online and share these with other staff as appropriate.

## **Person Specification**

### **Qualifications**

- Qualified teacher status or equivalent experience.
- Evidence of further professional study in relation to pupils with special needs.

### **Experience**

- Substantial experience in working with pupils with special needs including those with emotional and behavioural difficulties.
- Experience of working with other agencies.
- Experience of using academic data to provide the best outcomes for students

### **Knowledge**

- Knowledge of current educational practice
- Knowledge of legislation in the field of education and special educational needs.
- Knowledge and experience of devising/monitoring individual programmes, assessment, recording and reporting.
- Knowledge of ECM and the law in relation to safeguarding.

### **Specific Skills**

- Good / Outstanding teacher.
- Proven ability to manage/resolve conflict.
- The ability to establish trusting relationships with professionals, parents/carers and children.
- The ability to communicate effectively both in writing and orally.
- The ability to manage sensitively.

### **Personal Qualities**

- Confident and calm personality.
- Creative, dynamic approach.
- Commitment to researching and implementing best practice.

### **Other Factors**

- A commitment to Equal Opportunities.
- Valid driving licence and use of car.