



Star

STAR ACADEMIES

Nurturing Today's Young People, Inspiring Tomorrow's Leaders

SECONDARY TEACHER

JOB DESCRIPTION

JOB PURPOSE:

To contribute to the development of a strong, effective school with an emphasis on promoting a culture of educational excellence, within a caring and secure environment enriched with the values of discipline, mutual care and respect which extends beyond the school into the wider community.

JOB SUMMARY:

1. Plan, design and produce teaching materials and resources which are appropriate to age and ability.
2. Plan, deliver and review lessons which are appropriate to the age and ability of the pupils so as to facilitate progression in pupils' learning.
3. Assess, record and report on the development, progress and attainment of the pupils assigned.
4. Manage the classroom and teaching equipment so to create a positive learning environment which makes effective use of available resources.
5. Attend meetings, carry out administrative tasks and duties as required.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

1. Strategic Direction and Development of the School

- 1.1 Provide inspiring and purposeful leadership for pupils within a caring and secure environment.
- 1.2 Work in partnership with the Principal, Senior Leadership Team, Local Accountability Board, Trust, staff, pupils and parents in generating the ethos and values which underpin the school enriched by mutual care and respect extending into the local community.
- 1.3 Work within the overall aims and objectives of the school.
- 1.4 Promote and deliver the priorities and policies of the school by contributing to School Improvement and Development Planning, by consistently and persistently implementing agreed policies and initiatives and adhering to the school's ethos within and beyond the school.
- 1.5 Liaise as required with a range of educational partners, internal and external, to underpin the raising of attainment.
- 1.6 Support the school's home and community liaison work through the appropriate participation in events.

2. Teaching and Learning

- 2.1 Through fidelity to Star policies and practice, and a consistent and collaborative approach, nurture a culture within the classroom that enable all pupils to behave well and make progress in their learning.

- 2.2 Develop, use and apply subject expertise to secure excellent progress for all pupils across the range of background and ability. Develop and apply a range of effective teaching and learning strategies, consistent with Star guidance, to raise the achievement of pupils.
- 2.3 Adapt the delivery of learning, consistent with Star guidance, to ensure that it enables pupils with additional needs or barriers to learning to make excellent progress.
- 2.4 Deliver after-school support and pre-exam intervention sessions as and when required to ensure the highest levels of achievement and attainment.
- 2.5 Deliver subject enrichment activities for learners to consolidate and promote learning in the subject.
- 2.6 Participate in regular lesson visits and instructional coaching with colleagues to promote professional development and the highest standards of teaching.
- 2.7 Participate in pedagogic discussion and development, in order to share and learn from effective practice with colleagues.
- 2.8 Deploy assessments effectively at agreed points in the delivery of learning to identify and address gaps, inform the planning of teaching and intervention, and evaluate pupils' progress.
- 2.9 Participate in the delivery of extra-curricular activities – including educational visits and clubs – to promote and extend learning beyond the classroom.
- 2.10 Create and maintain an effective partnership with parents to support and improve the achievement and wellbeing of pupils.

3. Relationships with Others

- 3.1 Participate in the Performance Appraisal process and all training activities.
- 3.2 Participate in the induction of new staff into the school community.
- 3.3 Maintain good working relationships with colleagues, pupils, parents/carers, governors, the community and Trust and ensure all communication is consistent with the school's ethos.

4. Accountability

- 4.1. Make best use of all resources to support the attainment of pupils.
- 4.2. Ensure that parents/carers and pupils are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning.
- 4.3. Carry out any such duties as may be reasonably required by the Principal.

5. Other Responsibilities

- 5.1 Promote the Trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders'.
- 5.2 Champion the Trust's values of 'Service', 'Teamwork', 'Ambition' and 'Respect'.
- 5.3 Contribute to the wider life of the Trust and the Star community.
- 5.4 Carry out any such duties as may be reasonably required by the Trust.

6. Records Management

- 6.1. All staff who create, receive, and use records in the course of their job are responsible for ensuring that records are managed appropriately. It is therefore likely that this post-holder will have responsibility for record-keeping as part of the role. Employees are required to be conversant with the Trust's policies and procedures on records management.

This appointment is with Star Academies. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Star Academies Contract'.



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PERSON SPECIFICATION

			Assessed by:	
No	CATEGORIES	Essential/ Desirable	App Form	Interview/ Task
QUALIFICATIONS				
1.	A degree qualification (2:2 or above) in a closely related subject.	E	✓	
2.	Qualified Teacher Status or working towards qualification (QTS).	E	✓	
3.	Evidence of ongoing Continuing Professional Development (CPD).	E	✓	✓
4.	Recent relevant in-service training in subject and pedagogy.	D	✓	
EXPERIENCE AND IMPACT				
5.	Delivering consistently high-quality teaching.	E	✓	✓
6.	Securing strong outcomes for learners.	E	✓	✓
7.	Using assessment to inform planning and intervention.	E	✓	✓
8.	Working effectively as part of a team to improve outcomes.	E	✓	✓
9.	Contributing to departmental or whole-school initiatives.	D	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
10.	Teach effectively across age and ability range.	E	✓	✓
11.	Use assessments to identify gaps in learning and plan interventions.	E	✓	✓
12.	Strong knowledge of relevant curricula, specifications and assessment criteria.	E	✓	✓
13.	Use ICT and technology to enhance learning and monitor progress.	E	✓	✓
14.	Communicate effectively, verbally and in writing, with pupils, parents and colleagues.	E	✓	✓
15.	Strong classroom and behaviour management skills.	E	✓	✓
16.	Prioritise and manage conflicting demands effectively.	E	✓	✓

			Assessed by:	
No	CATEGORIES	Essential/ Desirable	App Form	Interview/ Task
17.	Provide effective pastoral support to learners.	D	✓	✓
PERSONAL QUALITIES				
18.	Commitment to the Trust's mission, vision and Star values.	E	✓	✓
19.	Commitment to personal and professional growth and striving for excellence.	E	✓	✓
20.	Commitment to motivate and inspire others through positivity and integrity.	E	✓	✓
21.	Commitment to inclusion, equality and safeguarding.	E	✓	✓
22.	Emotional resilience and adaptability in a fast-paced environment.	E	✓	✓