**Huish Academy Trust**

**UPS Teacher Job Description**

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| **Employee Name**  |  |
| **School**  |  |

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| **Person Specification – All Teaching and Leadership Staff** |
| * All teachers are leaders and as a leader within the Trust, you must be passionate about providing the very best opportunities for all of our children and staff.
* You will need to accept responsibility for the achievement of the goals you take on, and you will need to think strategically about the relationship between your personal goals and the goals of the school.
* You will need to embrace new initiatives and contribute your ideas about the way forward, keeping the school moving with or ahead of the times, whilst maintaining excellent standards of education.
* You must be prepared to devote energy to the job, whilst making sure that you retain enough energy for your own life outside of school – you must be creative and constructive about how you do this.
* You must be prepared to take risks, to explore new avenues; to face frustrations and disappointments and to build your strength from them.
* You must demonstrate that you love teaching, that you are very good at it and that you can inspire the confidence of colleagues.
* You must be able to work productively, constructively and supportively with the Senior Leadership Team and take every opportunity to widen your knowledge of all aspects of whole school leadership and management.
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| **Standard P1** |
| Contribute significantly, where appropriate, to implementing workplace policies and practice, and to practice promoting collective responsibility for their implementation |
| **HP exemplification should include** |
| * Sharing and modelling good implementation of policy with other staff
* Collating staff review of policy impact
* Leading evaluation and supporting others practice with advice and guidance
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| **Any comments relating to SP1** |
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| **Targets relating to SP1** |
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| **Standard P2** |
| Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalize the learning experience to provide opportunities for all learners to achieve their potential. |
| **HP exemplification should include** |
| * Plan, deliver and review lessons which are outstanding and used as a model for other teachers
* Trialing and evaluating new strategies
* Using CPD to extend personal expertise and sharing the outcomes with other staff.
* Helping other staff evaluate the impact of their teaching strategies upon learners
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| **Any comments relating to SP2** |
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| **Targets relating to SP2** |
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| **Standard P3** |
| Have an extensive knowledge and well informed understanding of the assessment requirements and arrangements for their subjects/curriculum areas, including those related to public examinations and qualifications. |
| **HP exemplification should include** |
| * Reviewing team or staff curriculum planning to ensure it meets the requirements of assessment arrangements
* Making a significant contribution to the analysis of pupil performance
* Identifying further development needs in the light of changing assessment requirements
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| **Any comments relating to SP3** |
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| **Targets relating to SP3** |
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| **Standard P4** |
| Have up to date knowledge and understanding of the different types of qualification and specifications and their suitability for meeting learners needs |
| **HP exemplification should include** |
| * Support and work with colleagues in identifying and planning support for groups of children
* Pilot and report back on strategies which have impacted levels of achievement
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| **Any comments relating to SP4** |
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| **Targets relating to SP4** |
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| **Standard P5** |
| Have a more developed understanding of the subjects/curriculum areas they teach, and of how learning progresses within them. |
| **HP exemplification should include** |
| * Making a significant contribution to curriculum development and/or school improvement by using subject specific knowledge
* Modelling planning or lessons for other teachers
* Use understanding of progression within a subject to contribute to team or school planning and continuity or transition between phases.
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| **Any comments relating to SP5** |
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| **Targets relating to SP5** |
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| **Standard P6** |
| Have sufficient depth of knowledge and experience to be able to give advice on the development and well-being of children and young people. |
| **HP exemplification should include** |
| * Identifying the implications of issues and events in school for pupils development and well being and raising these for resolution
* Providing specific advice and guidance to colleagues on issues related to individual pupils or groups.
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| **Any comments relating to SP6** |
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| **Targets relating to SP6** |
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| **Standard P7** |
| Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and constantly well matched to learning objectives and the needs of learners and which integrate recent development, including those related to specific curriculum/subject knowledge. |
| **HP exemplification should include** |
| * Comparison of planning for learning sequences and their effectiveness with other colleagues
* Integration of developments in subject/curriculum knowledge into planning and sharing this with colleagues
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| **Any comments relating to SP7** |
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| **Targets relating to SP7** |
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| **Standard P8** |
| Have teaching skills which lead to learners achieving well relative to their prior achievement, making progress as good as, or better than, similar learners nationally |
| **HP exemplification should include** |
| * Highly developed monitoring and tracking of individual pupils progress against expectations
* Continuous adaptation of targets and teaching programmes to maximise progress.
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| **Any comments relating to SP8** |
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| **Targets relating to SP8** |
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| **Standard P9** |
| Promote collaboration and work effectively as a team member |
| **HP exemplification should include** |
| * Contribute to the organizational deployment and focusing of teamwork, promoting the involvement of others as appropriate
* Consistently demonstrate willingness, flexibility and responsibility that demonstrates a role model of team membership for other colleagues
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| **Any comments relating to SP9** |
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| **Targets relating to SP9** |
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| **TLR Responsibilities** |
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| **Target related to any current TLR** |
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| **Signed by Teacher**  |  |
| **Signed by Head of School** |  |
| **Date** |  |