



Job Description

POST: Class Teacher

RESPONSIBLE TO: Head of School

SALARY: MPS/UPS

PURPOSE:

- The education and welfare of a designated group of pupils, having due regard to the requirements of National Curriculum Guidance for the Foundation Stage, National Curriculum, Agreed Syllabus for Religious Education, the school's aims, objective and schemes of work and any policies of the Governing Body or Multi Academy Trust.
- To facilitate and encourage learning which enables pupils to achieve high standards.
- To lead a curriculum subject area and offer advice, support and guidance to other colleagues.
- The Constellation Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all our staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.
- To provide a model of best practice in teaching, learning and assessment.
- The post holder is expected to carry out the professional duties of a Lead Practitioner teacher in accordance with the current DfE Teachers' Pay and Conditions document and those described in the Outcomes. The post holder is expected to meet all the Core and Post Threshold, Excellent and Advanced Skills Professional Standards for Teachers.

This job description should be read alongside the national teacher standards and the teachers' pay and conditions document.

PRINCIPAL ACCOUNTABILITIES

Strategic Direction and Development

- Contribute to and model policies and practices which promote high achievement through effective teaching and learning.
- Analysing national, local and Academy data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies.



Learning & Teaching

1. To promote and safeguard the welfare of children and young persons in accordance with Safeguarding Children in Education under the provisions of the Education Act 2002 section 175.
2. Embrace the principles and practices of:
 - National Curriculum
 - Assessment for Learning
 - School's policy for Learning and Teaching
3. Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained and best use is made of teaching time.
4. Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
5. Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well focused teaching and through positive and productive relationships.
6. Contribute to and model policies and practices which promote high achievement through effective teaching and learning.
7. Analysing national, local and Academy data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies.
8. To represent The Constellation Trust in whichever school the deployment takes place to ensure that Trust Policies and Procedures modelled effectively, particularly in relation to teaching, learning, assessment and behaviour
9. Keep up to date with current educational research and disseminate relevant information to colleagues
10. To prepare and use performance and contextual data to track individual students and inform performance
11. Be committed to the use of new technologies to improve teaching and learning
12. Provide demonstration lessons and model best practice to colleagues as required

Leading and Supporting Staff

1. To support school improvement through professional mentoring and coaching of colleagues
2. To model excellent practice and lead others in the development of new pedagogies



3. To support other teachers to develop their expertise in planning preparation and assessment
4. To create and share resources that support the development of assessment for learning strategies
5. To contribute to the quality assurance of primary teaching by working with the Head of School to support with quality assurance procedures where required
6. To ensure support staff are deployed effectively to maximise the impact on learning
7. To actively support the vision, ethos and policies of the Academy and the Trust

Continuing Professional Development

1. To support the professional development of primary colleagues in devising and preparing innovative teaching and learning strategies
2. To actively participate in the Trust's Performance Management processes for colleagues
3. Reflect on and address own professional development needs
4. Help to identify the professional development needs of colleagues
5. Facilitate the professional development of colleagues and contribute to the Trust's bespoke CPD programme
6. Initiate, and evaluate, action led learning improvement projects

Planning and Setting Expectations/Pupil Achievement:

1. Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.
2. Set appropriate and demanding expectations for pupils' learning and motivation. Set clear targets for pupils' learning building on prior attainment.
3. Identify pupils who have special educational needs and know where to get help in order to give positive and targeted support. Implement and keep records relating to these pupils in line with the school's policies and procedures.

Assessment and Evaluation:

1. Assess how well learning objectives have been achieved and use this assessment for future teaching.
2. Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress.

Relationship with Parents and the Wider Community:

1. Prepare and present informative reports to parents.
2. Provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the school context.
3. Liaise with agencies responsible for pupils' welfare.

**Manage Own Performance and Development:**

1. Take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.
2. Share corporate responsibility for the implementation of school policies and practices.
3. Set a good example to the pupils they teach in their presentation and personal conduct.
4. Evaluate their own teaching critically and use this to improve their effectiveness.
5. To demonstrate, and take an active role in the wider life of the school.

Managing and Developing Staff and Other Adults:

1. Establish effective working relationships with professional colleagues including, where applicable, associate staff.

Managing Resources:

1. Select and make good use of text books, IT and other learning resources which enable teaching objectives to be met.

Teaching Commitment

1. The post holder will be expected to teach in line with the Trust's generic teacher's job specification.

Safeguarding Children

All schools/academies within The Constellation Trust are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.



PERSON SPECIFICATION

KNOWLEDGE/EXPERIENCE/SKILLS/QUALIFICATIONS/MENTAL SKILLS:

1. Qualifications – Essential:

- Qualified Teacher Status
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Qualifications – Desirable

- Evidence of relevant recent professional development within KS2

2. Knowledge – Essential:

- Clear primary subject knowledge in KS2
- Clear understanding of what is required to secure effective teaching and learning in KS2
- Proven experience of leading others successfully
- Relevant primary school experience in planning and delivering the national curriculum
- Knowledge, understanding and experience working with a range of SEND needs
- Clear understanding of the strategies which help to raise pupils' attainment
- An understanding of performance and contextual data as tools for improving standards of pupils' achievement
- Understanding of the practical application of Equal Opportunities in a school context

Knowledge – Desirable:

- An understanding of KS1
- An understanding of up-to-date educational developments nationally
- Experience of working with Governors
- Experience of leading performance management

3. Experience – Essential:

- A proven track record of performance in the classroom
- Experience of working with other teachers and professionals to extend their understanding and effectiveness
- Successful experience in KS2

INTERPERSONAL/COMMUNICATION SKILLS:

- Be a team player
- Ability to motivate and inspire staff and students
- Ability to use tact, diplomacy, sensitivity and good humour
- The ability to understand others and create trust
- Ability to coach colleagues to improve their performance
- Effective written and spoken communication
- Awareness of the need for attention to detail



- Ability to demonstrate personal and emotional resilience when working in a range of challenging situations
- Personal commitment to extra curricular activities
- Good health and an excellent attendance & punctuality record
- Motivation to work with children and young people
- Have a willingness to demonstrate commitment to the values and behaviours of The Constellation Trust
- Commitment to safeguarding and promoting the welfare of children and young people.
- Willingness to undergo appropriate checks, including enhanced DBS checks.
- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.

Creativity and Innovation

The post holder will be required to re-schedule work where/when necessary in order to fit in with the working day of the Academy and ensure that tasks are completed.

Contacts and Relationships

Executive Headteacher/CEO
Executive Lead - Primaries
Heads of School
Staff
Directors
Community
Parents
Managers on all levels and locations
Trade unions
Other government departments

This Job Description conveys a full and accurate description of the job:

<u>Signature</u>	<u>Designation</u>	<u>Date</u>
1. CONFIRMED BY:	(LINE MANAGER)	
2. CONFIRMED BY:	(SERVICE HEAD) (OR DELEGATE)	



(POST HOLDER)

3. RECEIVED & AGREED BY:

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**The employee must countersign the Job Description to show that he/she has received it, although they may not agree with its content. They may delete "& AGREED" if this is the case.*

Grade established/Approved

DATE OF PANEL:

DATE: