



Smithy Bridge Primary School

Job Description

Job details

Job title: Teacher

Salary: MPR1 – UPR3

Hours: 27.5

Reporting to: Senior Leadership Team

Responsible for: Classroom Teaching and Learning, supervision of support staff, subject leadership

Main Purpose of the Job:

- To maintain consistently high standards in relation to all aspects of the Teachers' Standards
- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document

Main Responsibilities:

1. Set high expectations which inspire, motivate and challenge pupils

- In setting targets, take into account cohort targets and how these will be met
- In setting targets, take account of the level of challenge for pupils across the cohort of all backgrounds, abilities and dispositions
- Actively support the ethos of the school in relationships with children, colleagues and parents, both in class and around the school

2. Promote good progress and outcomes by pupils

- Set an example in all aspects, share good practice
- Demonstrate clear understanding of the needs of children of all backgrounds, abilities and dispositions so that the majority of pupils make good progress
- Use data effectively, demonstrating analytical thinking in reviewing and evaluating progress and attainment and in meeting appropriate, challenging targets for all pupils
- Demonstrate through self-review, an effective evaluation of the impact of teaching
- Demonstrate in depth knowledge of how children learn and adapt teaching accordingly
- Establish a culture that ensures that pupils have a responsible and conscientious attitude to their work
- Engage with colleagues in review and evaluation of cohort progress and attainment
- Actively promote parental involvement and initiate opportunities to involve them
- Lead on subject development through staff training or INSET
- Provide quality, accurate, professional reports for parents

3. Demonstrate good subject and curriculum knowledge

- Set an example in all aspects, share good practice
- Demonstrate knowledge and expertise across the range of subjects through coherent planning and lively, inspirational teaching

- Demonstrate good knowledge through subject leadership, establishing a curriculum that ensures consistency across a year group and progression across the school
- Effectively carry out the subject leader role
- Know the strengths and areas for development in leading a subject and bring about improvement through action planning
- Evaluate own subject leader performance in terms of impact on teaching and learning
- Take responsibility for own CPD, keeping abreast of changes/developments across a range of subjects and leading improvement within area of responsibility
- Provide professional reports (verbal or written) to parents, indicating progress, attainment and targets for improvement

4. Plan and teach well-structured lessons

- Set an example in all aspects, share good practice
- Consistently teach lessons that are good or outstanding and which include agreed 'non-negotiable' aspects
- Through effective planning and provision, demonstrate understanding of different styles of learning and how these are accommodated
- Demonstrate ability to reflect and evaluate teaching and the impact on learning, children's attitudes and behaviour
- Be systematic in evaluating learning within and across a sequence of lessons
- Actively engage parents in their children's learning
- Facilitate children's and parents' views on learning
- Evidence a range of opportunities for out-of-hours learning in line with school policy and additional contribution through after school clubs or other activities
- Work effectively as part of a team
- Recognise own accountability for curriculum provision within the class and the quality of learning

5. Adapt teaching to respond to the strengths and needs of all pupils

- Set an example in all aspects, share good practice
- Ensure that teaching is consistently good and outstanding
- Demonstrate how teaching has been adapted to accommodate the needs of groups and individuals
- Initiate strategies to engage parents in their children learning, especially hard to reach parents or those whose first language is not English

6. Make accurate and productive use of assessment

- Set an example in all aspects, share good practice
- Be competent in assessment across the curriculum, both formative and summative and in using outcomes to support accurate, challenging target setting and continuous progress and high attainment
- Be aware of local and national data when evaluating expectations and performance
- Use school data effectively to track progress and set challenging targets
- Be highly competent in marking and providing feedback to pupils
- Establish strategies to encourage children to respond to feedback
- Engage fully in moderation activities as required and initiate moderation activities with year group colleagues

7. Manage behaviour effectively to ensure a good and safe learning environment

- Set an example in all aspects, share good practice

- Be competent in managing an effective learning environment so that all children are actively engaged in learning and poor behaviour never disrupts learning
- Recognise responsibility and accountability for maintaining high standards of behaviour beyond the classroom
- Keep parents well informed and work effectively with them to bring about improvement where necessary
- Inspire children's respect and form positive relationships

8. Fulfil wider professional responsibilities

- Ensure that the safeguarding of pupils is paramount in all that we do
- Be knowledgeable in the Safeguarding policy and all associated policies.
- Uphold the school's Code of Conduct.
- Set an example in all aspects, share good practice
- Be positive and encouraging during times of change
- Show full cooperation and support for colleagues managing development or change
- Generate respect from colleagues through highly effective professional, working and supportive relationships
- Form highly effective relationships with children that generate respect, confidence and high self-esteem
- Form highly effective relationships with parents e.g. through good communication, listening to and acting upon concerns, providing professional support and guidance in respect to all aspects of school life
- Write accurate, professional end of year reports
- Recognise responsibility and accountability for the effective deployment of support staff
- Liaise with the leadership team to ensure that support staff have the skills they need to work effectively
- Fully engage in reflection, self-evaluation and appraisal, recognising the need to base conclusions on robust evidence
- Take responsibility for own CPD through research and independent learning and actively participate in school based CPD to support school and personal professional improvement
- Be willing to support PTA activities and events
- Be willing to run an after school club or activity
- The ability to converse at ease with customers and service users and provide advice in accurate spoken English is an essential requirement of this post.