

## **JOB DESCRIPTION**

**Post title:** Classroom Teacher

**Grade/salary:** MPS/UPS

**Reports to:** Principal

**Direct report(s):** None

**Position:** Full time

### **Job purpose/key responsibilities:**

- manage a class of students with severe learning difficulties and direct teaching assistants
  - set clear teaching objectives and ILPs (individual learning programmes) for students, specifying how they will be taught and assessed
  - plan student learning, setting tasks that challenge and ensure a high level of interest
  - set clear learning targets building on student's prior attainment
  - develop and apply appropriate teaching strategies to maximise student learning
  - work with multidisciplinary teams to support student learning
  - contribute and adhere to school policies and procedures and management issues as appropriate
- Support the development of the curriculum and new initiative

### **Key tasks:**

- provide clear structures for lessons maintaining pace, motivation and challenge
- make effective use of assessment
- ensure effective teaching and best use of available time
- use effective communication and prompting with students
- select appropriate and interesting learning resources
- ensure students acquire and consolidate knowledge, skills and understanding appropriate to the level of development and individual needs
- plan work for teaching assistants and other support staff to ensure effective deployment
- consult and liaise with teaching assistants
- assess how well learning objectives have been achieved and use them to improve specific aspects of learning and teaching
- assess and record student's progress systematically and keep records and take part in pupil progress reviews
- monitor strengths and weaknesses of students to inform planning and recognise the level that the pupil is working on
- communicate effectively and regularly with parents
- prepare and present reports for parents by means of annual reviews
- attend parents evenings
- attend multi-disciplinary reviews if required
- work as part of a multi-disciplinary team
- have a working knowledge of teachers professional duties and legal liabilities
- operate at all times within stated policies and practices of the school
- establish effective working relationships and set a good example through their presentation and personal and professional conduct
- endeavour to give every child the opportunity to reach their potential and meet high expectations
- contribute to school life through appropriate participation in meetings and management systems necessary to co-ordinate the management of the school
- liaise effectively with parents and governors

**Expectations and Values:**

The academy is committed to continuous learning and staff are expected to engage routinely in continuing professional learning and development. In common with all who work in the academy, the post holder will also be expected:

- To act as an ambassador for the academy by supporting our values and expectations of learning.
- To be a significant presence and role model for students and staff.
- To follow and enact where necessary all relevant policies, procedures and guidelines including those agreed by the trust.
- To contribute to academy development through team planning and review meetings
- To work within the framework of national legislation and in accordance with the provision of School Teachers Pay and Conditions and all National Professional Standards, The Conditions of Service for School Teachers in England and Wales and with locally agreed conditions of service.

**Additional:**

- All staff have a responsibility for providing and safeguarding the welfare of children and young person’s s/he is responsible for or comes into contact with.
- The contents and allocation of particular responsibilities/duties may be amended after consultation from time to time as part of a broader structural review.
- The post holder may be required to attend, from time to time, training courses, conferences, seminars or other meetings as required by his/her own training needs and the needs of the service.
- DALP (Diverse Academies Learning Partnership) promotes the employment of disabled people and will make any adjustments considered reasonable to the above duties.

All employment requirements, rights and benefits comply with DALP (Diverse Academies Learning Partnership).

I accept the duties and responsibilities as outline above with effect from the date given

Signature ..... Date .....

Name (printed) .....

## PERSON SPECIFICATION

The following qualities are all deemed fundamental to the requirements of the post. The academy will, therefore, be seeking evidence of these in the selection process, which will include the application, interview(s) and references.

The academy is seeking to appoint highly skilled, dynamic, flexible and committed staff with the potential to help us realise our vision and strategic objectives. The appointing panel will, therefore, require sufficient evidence of ability and achievement in each of the following areas in order to make an appointment.

Category	Essential	Desirable	Evidence	
<b>Qualifications</b>				
Qualified to teach and work in the UK	✓		App Form Interview References	
Relevant Degree	✓			
<b>Experience, knowledge and understanding</b>				
Experience of raising attainment in a differentiated classroom environment	✓		App Form Interview References	
Evidence of continually improving the teaching and learning of the subject through schemes of work and extra-curricular activities	✓			
Up to date knowledge in the curriculum area	✓			
Good knowledge of pedagogy	✓			
Have a positive approach to furthering student learning including new ideas and practices	✓			
To be able to use ICT as a vehicle for effective learning and teaching	✓			
Experience of teaching a range of abilities in one class	✓			
Have effective interpersonal skills necessary to manage difficult or sensitive situations and work in partnership with parents	✓			
Able to adapt teaching plans to learning situation		✓		
Knowledge and experience of using alternative modes of communication including Makaton signs and symbols		✓		
Knowledge and experience of assessment for pupils working at early levels		✓		
Knowledge of behaviour management		✓		
Experience of teaching in a special school		✓		
Some knowledge of ASD		✓		
<b>Personal attributes and qualities</b>				
Flexibility and interest in developing skills in SLD/ASD	✓			App Form Interview References
High expectations for accountability and consistency	✓			
Resilience, motivation and commitment to driving up standards of achievement	✓			
Motivation to continually improve standards and achieve excellence	✓			
Enthusiastic, confident, positive, self-motivated and determined	✓			
Excellent communication, planning, organisational, listening and time management skills	✓			
Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition	✓			
Commitment to regular and on-going professional development and training to establish outstanding classroom practice	✓			

Readiness to reflect and self-evaluate, and the ability to change, develop and improve	✓		
Work well under pressure	✓		
Work effectively alone and as a part of a team	✓		
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	✓		
Develop positive relationships and acts as a role model to staff and students	✓		
High levels of honesty and integrity	✓		
A sense of humour and desire to have fun	✓		
<b>Other</b>			
The post holder will be subject to an enhanced Disclosure & Barring Service check	✓		Interview Pre-employment checks
The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity	✓		