

St. Augustine's Catholic Primary School

Job Title: Classroom teacher

Purpose of the job

To deliver high quality teaching and learning to pupils who are assigned to the post holder.

Main duties

1 Set high expectations which inspire, motivate and challenge pupils

- ✓ establish a safe and stimulating environment for pupils, rooted in mutual respect
- ✓ set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- ✓ demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils

2 Promote good progress and outcomes for pupils

- ✓ be accountable for pupils' attainment, progress and outcomes
- ✓ plan teaching to build on pupils' capabilities and prior knowledge
- ✓ guide pupils to reflect on the progress they have made and their emerging needs
- ✓ demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- ✓ encourage pupils to take a responsible and conscientious attitude to their own work and study

3 Demonstrate good subject and curriculum knowledge

- ✓ have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject and address misunderstandings
- ✓ demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- ✓ demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- ✓ if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- ✓ if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies

4 Plan and teach well-structured lessons

- ✓ impart knowledge and develop understanding through effective use of lesson time
- ✓ promote a love of learning and children's intellectual curiosity
- ✓ set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- ✓ reflect systematically on the effectiveness of lessons and approaches to teaching
- ✓ contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

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

- ✓ know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- ✓ have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these

- ✓ demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- ✓ have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them

6 Make accurate and productive use of assessment

- ✓ know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- ✓ make use of formative and summative assessment to secure pupils' progress
- ✓ use relevant data to monitor progress, set targets, and plan subsequent lessons
- ✓ give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback

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

- ✓ have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- ✓ have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- ✓ manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- ✓ maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary

8 Fulfil wider professional responsibilities

- ✓ make a positive contribution to the wider life and ethos of the school
- ✓ develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- ✓ deploy support staff effectively
- ✓ take responsibility for improving own teaching through appropriate professional development, responding to advice and feedback from colleagues
- ✓ communicate effectively with parents with regard to pupils' achievements and well-being

9 Personal and professional conduct

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside the school by: -

- ✓ Treating pupils with dignity, building relationships rooted in mutual respect and, at all times, observing proper boundaries appropriate to a teacher's professional conduct
- ✓ Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- ✓ Showing tolerance and respect for the rights of others
- ✓ Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs
- ✓ Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law

Job context

The school welcomes teachers of a high professional standard and shares the responsibility with each teacher for the continual review and the development of expertise.

All teachers make a valuable contribution to the school's development and, therefore, to the progress of all pupils. All teachers, except those who are newly qualified, will have a lead responsibility for a curriculum area across the whole school and will be supported in that role by their line manager. Newly qualified teachers will not be expected to undertake leadership for a subject area during the first year of employment at the school.

Teachers on the upper pay scale will be expected to make a particular contribution to building team commitment in line with the statutory requirement to meet the threshold standards.

In particular, teachers at UPS will:

1. Provide a role model for professional practice in the school by: -

- making a distinctive contribution to the raising of standards through using their own class and practice as an example of outstanding teaching and learning;
- enabling and supporting all teachers to plan, teach and assess effectively.

2. Make a distinctive contribution compared with other teachers by: -

- providing regular coaching and mentoring for less experienced teachers;
- contributing to the ethos of the school through upholding the school's values, policies and practices;
- contribute effectively to the delivery of the School Development Plan (SDP).

3. Contribute effectively to the wider team by:-

- supporting and helping colleagues to improve effectiveness;
- ensuring continuity and progression by supporting colleagues in planning an appropriate sequence of teaching and modelling teaching methods in line with the SDP;
- securing and maintaining effective working relationships with colleagues.

N.B. This will have an impact on the educational progress of pupils across the school.

Post Threshold Professional Standards

Main responsibilities and tasks

Teachers who have achieved threshold status will be expected to **continue** to carry out the duties of a class teacher (core) and **in addition** must also develop and maintain the following threshold areas in line with the *School Teachers Pay and Conditions* document and the *Post Threshold Professional Standards for Teachers*

Knowledge and understanding

- Have a more developed knowledge and understanding (than core teachers) of your subjects/curriculum areas and related pedagogy including how learning progresses with them.

Planning and setting expectations

- Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well matched to learning objectives and the needs of the learners
- Integrate recent developments, including those relating to subject/curriculum knowledge

Teaching and learning

Have an extensive knowledge and understanding of how to:

- use and adapt a range of teaching, learning and behaviour management strategies
- personalise learning to provide opportunities for all learners to achieve their potential

Assessment and monitoring

An extensive, up to date knowledge and well-informed understanding of:

- assessment requirements and arrangements for the subjects/curriculum areas you teach, including those related to public examinations and qualifications
- different types of qualifications and specifications and their suitability for meeting learners' needs

Pupil achievement

Demonstrate that as a result of your teaching, learners:

- achieve well relative to their prior attainment
- make progress as good as, or better than, similar learners nationally

Health and well-being

- Have sufficient depth of knowledge and experience to be able to give advice on the development and well being of children and young people

Team working and collaboration

- Promote collaboration and work effectively as a team member

Contribute to the professional development of colleagues through:

- coaching and mentoring to help others to become more effective
- demonstrating effective practice and helping others to evaluate the impact of their teaching on raising learners' achievements
- providing support, advice and feedback to others

Strategic leadership

Contribute significantly to:

- implementing workplace policies and practice
- promoting collective responsibility for their implementation

Professional characteristics

- Be highly respected and able to motivate others
- Provide a role model for learners and other staff through personal and professional conduct
- Have highly developed interpersonal skills, which enable you to be effective in school and in other situations