



Churchfield CE Academy

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JOB DESCRIPTION Class teacher MPS

General description of the post

The holder of this post is expected to carry out the professional duties of a teacher as described below, as circumstances may require and in accordance with the school's policies under the direction of the head teacher. The Post holder is required to actively support the vision, ethos and policies of the school.

All post holders are expected to meet all the professional standards for teachers and should be able to provide evidence to support this. However, from the second year of teaching onwards it is expected that the focus will be on the following standards.

1. Outcomes for pupils

Contribute to the School Improvement Plan priorities of:

- Setting high expectations and continuously monitoring and evaluating the effectiveness of learning outcomes for the children you teach.
- Securing a collaborative school vision of excellence and equity that sets high standards for every pupil

Duties and responsibilities:

- Making a distinctive contribution to raising standards across the school
- Setting clear and challenging targets that build on prior attainment for each pupil.
- Establishing clear targets for achievement and evaluate progress through the use of appropriate assessments and records and regular termly analysis of this data.
- Setting, tracking, evaluating and reporting on progress towards individual pupil targets.

Knowledge, skills and competencies required:

- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions. (TS 1.2)
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils. (TS 1.3)
- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements (TS 6.1)
- Make use of formative and summative assessment to secure pupils' progress (TS 6.2)
- Use relevant data to monitor progress, set targets, and plan subsequent lessons (TS 6.3)
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback. (TS 6.4)

2. The quality of Teaching, Learning and Assessment

Duties and responsibilities:

- Using own practice as an example of high quality teaching and learning.
- Ensuring continuity and progression by supporting colleagues in choosing the appropriate teaching and learning methods and setting clear learning objectives through an agreed scheme of work, developed in line with the school improvement plan (SIP)
- Developing plans which identify clear targets, times-scales and success criteria for its development and/or maintenance in line with the school improvement plan.

Knowledge, skills and competencies required:

- 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). (TS 4.5)
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings (TS 3.1)
- Plan and teach well-structured lessons to assigned classes, following the school's plans and curriculum
- Impart knowledge and develop understanding through effective use of lesson time (TS 4.1)
- Promote a love of learning and children's intellectual curiosity (TS 4.2)
- 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 (TS 7.1)
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly (TS 7.2)
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them (TS 7.3)
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary. (TS 7.4)

3. Effectiveness of Leadership and Management

Duties and responsibilities:

- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues (TS 8.4)
- make a positive contribution to the wider life and ethos of the school (TS 8.1)
- deploy support staff effectively (TS 8.3)

Knowledge, skills and competencies required:

- Guide pupils to reflect on the progress they have made and their emerging needs
- Encourage pupils to take a responsible and conscientious attitude to their own work and study. (TS 2.5)

4. Personal Development, Behaviour and Welfare**Duties and responsibilities:**

- Helping colleagues to create a stimulating learning environment for teaching and learning
- Developing effective links with the local community including parents, business and industry.
- Ensuring that support staff are aware of the implications of equality of opportunity.
- Meeting termly with parents to discuss and review progress

Knowledge, skills and competencies required:

- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching. (TS 2.1)
- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively (TS 5.1)
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these (TS 5.2)
- 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 (TS 5.3)
- 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. (TS 5.4)
- Make a positive contribution to the wider life and ethos of the school (TS 8.1)
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support (TS 8.2)
- Establish a safe and stimulating environment for pupils, rooted in mutual respect (TS 1.1)
- Deploy support staff effectively (TS 8.3)
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues (TS 8.4)
- Communicate effectively with parents with regard to pupils' achievements and well-being. (TS 8.5)

Churchfield CE Academy - Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Education	<ul style="list-style-type: none"> • Qualified teacher status 	
Relevant Experience	<ul style="list-style-type: none"> • Be an excellent classroom practitioner 	Proven track record of raising attainment, addressing misconceptions and closing gaps
Knowledge & Skills	<ul style="list-style-type: none"> • Knowledge of the National Curriculum and end of Key Stage outcomes • Knowledge and understanding of the content of end of KS tests • Understanding of children with special educational needs • Good classroom management strategies • Ability to assess, plan and teach, ensuring coverage of the whole curriculum • Evidence of ongoing Continuing Professional Development • A clear understanding of positive behaviour management strategies and experience of implementing these • Awareness and knowledge of safeguarding best practice • Good ICT skills, particularly using ICT to support learning 	
Personal Characteristics	<ul style="list-style-type: none"> • Supportive of the Christian Ethos of the school • Commitment to raising standards of achievement • Commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • Ability to work in a team • Willingness to take advice • Ability to work under pressure and prioritise effectively 	
Additional Factors	<ul style="list-style-type: none"> • Commitment to equal opportunities • Readiness to work hard • To lead and take responsibility for an area of the curriculum, mutually agreed with the Headteacher • To support curriculum initiatives and developments within the school • To be proactive, use initiative and take risks • To ensure that the classroom is well organised, efficiently run and that children's work is appropriately and attractively displayed in the classroom, corridor or hall • To be aware of the resources held in school and to organise appropriate use of them within the classroom. To ensure that they are maintained carefully and support the staff in keeping tidy, orderly resource bases • The ability to work with parents • Commitment to maintain confidentiality at all times 	To deliver INSET

The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We will carry out all necessary checks to ensure suitability of candidates to work in the school.