



## **Goudhurst and Kilndown Church of England Primary School**

Career Stage Expectation:

**Job Title:** UPS1

**PREAMBLE:** Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical, forge positive professional relationships and work with parents in their best interests of their pupils.

**Responsibilities.**

### **PART ONE: TEACHING**

#### **1. Knowledge & Understanding:**

- Contribute significantly to implementing workplace policies and practice.
- Demonstrate a thorough and up to date knowledge of the teaching of the Primary National Curriculum.
- Have a developing understanding of the expectations of your role within the whole school structure and how to utilise it effectively and professionally for the benefit of the whole school.

#### **2. Teaching & Assessment:**

- Demonstrate consistently high quality and effective planning of lessons and sequences of lessons to meet pupils' individual learning needs. All teaching good; with much deemed to be outstanding.
- Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour strategies to ensure maximum motivation and application.
- Have an extensive knowledge of the assessment requirements and arrangements for their subject/ curriculum area.
- To use assessment procedures to identify and target individual additional support programmes.
- Teach engaging and motivating lessons informed by well grounded expectations of learners.
- Be flexible, creative and adept at designing and refining approaches to teaching that are effective and consistently well matched to learning objectives.
- To set goals that challenge and stretch all pupils of differing backgrounds.
- To wholly immerse the children in their own learning by providing opportunities to self assess and meet their own individual targets identified on a termly basis.

#### **3. Pupil Progress:**

- At least 85% - 90% of all pupils achieve in line with school expectations; with many exceeding them.
- Have teaching skills, which lead to learners achieving well relative to their prior attainment.
- Provide high levels of teaching, nurturing & role modelling to ensure the highest levels of progress for all children both academically and personally.

#### **4. Wider Professional Effectiveness:**

- Demonstrate a responsibility, an enthusiasm and keenness for your own professional development.
- Promote high levels of collaboration and work effectively as a team member ensuring professional relationships are forged and maintained at all times at the highest level.

Enjoy Achieve Together

- Demonstrate a commitment to the extended life of the school by supporting enrichment activities and wider school events during the year.
- Promote the wider aspirations and Christian values of the school.
- To carry out any other duties relative to the post which the Headteacher may reasonably require.

**5. Professional Characteristics:**

- Demonstrate you are an effective professional who challenges and supports pupils to do their best.
- Contribute to the professional development of colleagues through coaching and mentoring and play a proactive role in leading professional development.
- To be efficient and organised in meeting reasonable time frames/ deadlines and procedures with an understanding of the impact on others/the school when not met.
- To have a professional demeanour and communicate effectively at all times when working alongside all colleagues and stakeholders, with due care to feelings and behaviours.

**PART TWO: PERSONAL AND PROFESSIONAL CONDUCT**

- A teacher is expected to demonstrate consistently high standards of personal and professional conduct.
- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour within and outside school.
- Teachers must have proper and professional regard for the ethos, policies and practice of the school in which they teach, and maintain high standards in their own attendance, *professional appearance* and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.
- All Standards met.

This job description may be reviewed at the end of the academic year or earlier if necessary. In addition, it may be amended at any time after consultation with you.

**Signed:** ..... **Date:** .....

**Signed:** ..... Headteacher