



**Level:** Main/Upper Scale Point

**Line Manager:** All staff are ultimately responsible to the Head of School.

## 1. PURPOSE AND ACCOUNTABILITY

1. To ensure that students learn and develop effectively and in a disciplined way.
2. To ensure that every student has a successful and enjoyable educational experience.
3. To contribute to the planning of programmes of study and lessons as well as the evaluation of teaching and learning within the department.

## 2. TEACHERS

2.1 You are to carry out the duties of a school teacher as set out in Pay and Conditions Document 2013 and subject to any amendments due to government legislation. This includes any duties as may be reasonable directed by the Headteacher.

2.2 All staff are expected to uphold the school's principles and policies which underpin good practice and the raising of standards.

2.3 Demonstrate a thorough and up-to-date knowledge of the teaching of your subject and take account of wider curriculum developments which are relevant to your work.

2.4 Consistently and effectively plan lessons and sequences of lessons to meet pupils' individual learning needs.

2.5 Consistently and effectively use a range of appropriate strategies for teaching and classroom management.

2.6 Consistently and effectively use information about prior attainment to set well-grounded expectations for pupils and monitor progress to give clear and constructive feedback.

2.7 Demonstrate that, as a result of your teaching, your pupils achieve well relative to the pupils' prior attainment.

2.8 Take responsibility for your professional development and use the outcomes to improve your teaching and pupils' learning.

2.9 Make an active contribution to the policies and aspirations of the school.

## **PERSON SPECIFICATION**



# Cornwallis Academy

*Ambitions for All*

|                                   | <b>Essential</b>   | <b>Desirable</b>  |
|-----------------------------------|--|---|
| <b>Knowledge &amp; Experience</b> | <ul style="list-style-type: none"><li>- A Teaching qualification together with QTS</li><li>- Subject knowledge sufficient to challenge able students and achieve high outcomes at sixth form level</li><li>- Awareness of strategies available for improving learning &amp; achievement of high ability students</li><li>- A good understanding of curriculum developments in the specific subject area</li><li>- Familiarity with national strategies</li></ul> | <ul style="list-style-type: none"><li>- A good honours degree in a relevant subject</li><li>- A clear philosophy on how/why the subject should be taught</li></ul>  |
| <b>Skills &amp; Abilities</b>     | <ul style="list-style-type: none"><li>- Ability to use a range of teaching &amp; learning strategies</li><li>- An understanding of how assessment for learning can improve student performance</li><li>- Ability to use student data to raise standards</li><li>- Ability to communicate both orally and in writing to both students and parents</li></ul>   | <ul style="list-style-type: none"><li>- A confident and competent user of ICT</li><li>- Knowledge and understanding of how ICT can be used in the teaching of a subject to enhance learning</li></ul>   |
| <b>Personal Qualities</b>         | <ul style="list-style-type: none"><li>- Enthusiasm and positive outlook</li><li>- A positive attitude towards professional development and their own learning</li><li>- Reliability and integrity</li></ul>  | <ul style="list-style-type: none"><li>- The ability to work independently and collaboratively as a member of a team</li><li>- Creative in problem solving together with a willingness to take on or try new approaches and ideas</li><li>- Good personal organisation</li></ul> |