Downs View Infant School

Outstanding Teacher/Leader Application Pack

Are you looking for a new challenge?
We are seeking to appoint an exceptional class teacher who is committed to working in partnership with the Co-Headteachers and the Year 1 team in raising standards and securing the best possible achievements for every child.

We can offer you:

- An outstanding school (OFSTED June 2011)
- An opportunity to job share with an experienced outstanding teacher
- Outstanding support from two Senior Leaders of Education for NQTs and Early years
- Delightful children who are full of enthusiasm and an eagerness to learn
- Shared child centred vision and values
- Working as part of CATS collaboration in Ashford
- Strong support for your further professional development through opportunities to learn from outstanding practitioners
- An opportunity to work as an outstanding teacher sharing your expertise and practice with colleagues and with other schools
- A strong forward-thinking leadership team
- Highly motivated staff who are full of inspiration and thrive from new initiatives and ideas
- Experienced governors who have high expectations and the drive to challenge and support
- A vibrant and stimulating learning environment in which to work

To become part of our team as an Outstanding Class Teacher you will need to:

- ✓ Be a good/outstanding classroom practitioner in KS1 or EYFS
- ✓ Have high expectations of yourself and others and have a proven record of good/outstanding teaching which results in accelerated progress and attainment for children
- ✓ Be a proactive learner, using support and advice to enhance teaching and learning
- ✓ Have a passion and expertise in challenging and stretching all children to exceed their targets
- ✓ Able to adjust teaching methods and activities to provide a personalised curriculum for all pupils
- ✓ Have a good understanding of early child development and play
- ✓ Understand and use strategies to de-escalate behaviour differences, having a flexible but consistent approach in line with the school policy and child's needs
- ✓ Have high expectations of yourself and others and have a proven record of good/outstanding practice which resulted in accelerated progress and attainment for children
- ✓ Be a proactive learner, using support and advice to enhance teaching and learning opportunities for children
- ✓ Be highly organised, motivated and flexible with the ability to inspire and challenge children

We love Downs View!

The recruitment process:
PAYSCALE: MAINSCALE RANGE 1-6 /UPPERSCALE
(Dependent upon experience)
This is a temporary part time position for year 1 as a maternity cover for a year, although there is a possibility of extension of contract beyond this date.
Starting date: 21st February 2022 or 19th April 2022
Monday , Tuesday (all day every week) and Thursdays (one week all day, one week , afternoon only)
1 The closing date is **Monday 17th January 2022 12pm**
2. Shortlisting will take place on **Monday 17th January pm.**
3. Interviews will be on **Tuesday 25th January 2022**
4. References will be sought for the short-listed candidates as part of the recruitment process.
Visits to the school are recommended, so please come and soak up the atmosphere and meet our amazing children and staff in action! Please contact Tracy Kent or Sarah Collins to make an appointment on: **01233 632339**

We look forward to receiving your application!

Downs View is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Successful candidates will be required to complete an enhanced DBS check.

All employees have a duty to immediately disclose to the Headteacher (or Chair of Governors) prior to the start of their employment, at the start of their employment, or during the course of their employment, any change in their circumstances or any information which may affect or is likely to affect the suitability of the employee to undertake their job role or work with children/young people or in a school setting.

Downs View is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.

DOWNS VIEW INFANT SCHOOL
Person Specification – Outstanding Teacher
These are all essential qualities necessary for the post:

Experience:

- Recent experience of teaching children in KS1 or Reception

Qualifications/Training:

- Qualified Teacher Status/QTS
- Relevant professional development and training.

Knowledge, Skills and Understanding:

- A proven track record as an outstanding teacher
- High expectations which inspire, motivate and challenge pupils and colleagues
- To demonstrate a high standard of Literacy, articulacy and the correct use of standard English and be able to communicate effectively in the written form
- A strong commitment to inclusion with high expectations for all learners, ensuring that differentiation and challenge is used to accelerate progress and not inhibit
- Ability to talk about the characteristics of effective primary teaching, the learning strategies used to raise pupil attainment and achievement and experience of how these have been implemented
- A passion and expertise in planning, teaching and assessing children so that they are able to make accelerated progress, incorporating outdoor learning as well indoor provision
- To follow agreed school procedures for marking, assessment , recording and reporting of each child's progress in order to inform planning and raise standards of achievement
- Ability to use IT as an effective teaching tool within lessons to enhance learning and accelerate pupil progress
- Demonstrate a range of strategies for promoting good behaviour, creating clear rules and routines in accordance to the school's behaviour policy
- Ability to form positive, appropriate relationships with children and colleagues which foster mutual respect and build trust
- A clear understanding of the National Curriculum
- To be confident in sharing outstanding classroom practice with other members of staff and support colleagues in developing their own practice
- To promote equality and have a good understanding of the importance of celebrating diversity.

Personal Qualities:

- Proactive, motivated and keen to embrace new ideas and challenges
- Approachable, caring and empathetic
- Values all children as individuals and is committed to reducing any barriers to learning
- Relate well to pupils, staff and parents and carers about their individual needs using a professional manner
- Commitment to supporting community and external agency involvement in school
- Commitment to safeguarding and promoting the welfare of children
- Holds high standards of self and others
- Ability to work successfully within a team
- To have the commitment to demonstrate the vision and values of the school in everyday work and practice remaining positive and motivated
- To present high standards of appearance at all times and display a professional example in relation to punctuality and general behaviour both inside and outside of school
- To make a positive contribution to the wider life and ethos of the school.

DOWNS VIEW INFANT SCHOOL
JOB DESCRIPTION
Post: OUTSTANDING CLASS TEACHER/SUBJECT LEADER

PAY SCALE: MAINSCALE /UPPERSCALE

Responsible to: Co-Headteachers

KEY PURPOSE OF THE POST

To take responsibility for the education and welfare of a designated class of children in accordance with the requirements of the Teachers Conditions of Employment, having due regard to the vision, values and school plan and current School Teachers' Pay and Conditions document. To adhere to the requirements of the National Curriculum and LEA and school policies. To provide professional leadership and class management in order to secure high quality teaching, effective use of resources and improved standards of learning and achievement of all pupils.

MAIN RESPONSIBILITIES OF CLASS TEACHER

1. Planning and preparation

- Work as part of a year group team, using effective communication to ensure that planning and preparation is shared amongst all members of the team
- Identifying clear and appropriate teaching objectives and content, specifying how these will be taught and assessed
- Setting tasks for whole class, individual and group work, including homework, which challenge pupils and ensure high levels of pupil interest
- Setting appropriate and demanding expectations for pupils' learning, motivation and presentation of work
- Setting clear targets for pupils' learning, building on prior attainment
- Provide clear structures for lessons which maintain pace, motivation and challenge for pupils
- Make effective use of assessment information on pupils' attainment and progress
- Plan opportunities to contribute to pupils' personal, spiritual, moral, social & cultural development plus citizenship links
- Ensure planning adheres to the requirements of the EYFS/National Curriculum.

2. Teaching & Class Management

- Ensure effective teaching so that objectives are met
- To work well as part of a team as a job share, to ensure seamless transition for children
- Establish and maintain a purposeful working atmosphere
- Set high expectations for behaviour in line with school policy
- Be familiar with the SEND Code of Practice and the school policy on supporting pupils with SEND including setting individual targets, providing an inclusive approach and clear differentiation to ensure all pupils' needs are met
- To use assessment for learning effectively to accelerate pupil progress within lessons
- Evaluate own teaching critically and use this to improve effectiveness.

Leadership Accountabilities- (Dependent upon experience)

The post holder will be held to account for performance, delivery and pupil outcomes as below:

1. To agree, monitor and analyse pupil progress within own curriculum leadership responsibilities, to make a measurable contribution to whole school targets.

2. To create subject development plans, using up to date subject knowledge and pedagogy which contribute positively to the achievement of the school improvement plan and to lead staff in the implementation of action points.

3. To ensure that action planning has a positive impact pupil progress and achieves the highest attainment possible.

4. To engage all staff in the creation, consistent implementation and improvement of subject and cross-curricular planning which encapsulate key school learning strategies.

5. To provide regular feedback for subject colleagues in a way which recognises outstanding practice and supports and challenges where necessary their progress against performance management objectives resulting in a tangible impact on student learning.

6. To be a role model of exemplary practice for colleagues both from Downs View and other schools to observe and use to improve standards and meet professional development targets.

7. To lead training which will inform, inspire and motivate other practitioners to improve their practice and incorporate new initiatives into their everyday practice.

8. To assist Senior Leaders in the annual review of the standards of teaching and learning in the subject area, consistent with the procedures in the school self-evaluation policy.

9. To work collaboratively with other schools, sharing expertise and knowledge with other Leaders within the CATS collaboration.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, with conditions of Service for School teachers in England and Wales and meet the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This job description may be amended at any time following discussion between the head teacher and member of staff, and will be reviewed annually.

Agreement Signatures
Post holder