



Star

STAR ACADEMIES

Nurturing Today's Young People, Inspiring Tomorrow's Leaders

JOB DESCRIPTION

Job Title:	Teacher of Mathematics		
Base:	Small Heath Leadership Academy		
Reports to:	Team Leader	Grade:	MPS
Staff Responsibility for:	As assigned	Term:	Permanent Full Time

JOB PURPOSE SUMMARY

To contribute to the development of a strong and effective Academy with an emphasis on promoting a culture of educational excellence, within a caring and secure environment enriched with the values of discipline, mutual care and respect which extends beyond the Academy into the wider community.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

1 Strategic direction and development of the Academy

- 1.1 Understand and implement the Academy aims, vision, priorities and targets.
- 1.2 Provide inspiring and purposeful leadership for the students within a caring and secure environment.
- 1.3 Work in partnership with the Principal, Senior Leadership Team, Local Governing Body, Star Academies, staff, students and parents in generating the ethos and values which underpin the Academy enriched by mutual care and respect extending into the local community.
- 1.4 Work within the overall aims and objectives of the Academy.
- 1.5 Promote and deliver the priorities and policies of the Academy by contributing to Academy Improvement and Development Planning, by consistently and persistently implementing agreed policies and initiatives and adhering to the Academy's ethos within and beyond the Academy.
- 1.6 Liaise as required with a range of educational partners, internal and external, to underpin the raising of student attainment.
- 1.7 Support the Academy's home and community liaison work through the appropriate participation in events.

2 Teaching and Learning

- 2.1 Create and maintain an environment and a code of behaviour that promotes and secures good teaching, effective learning and high standards of achievement.

- 2.2 Develop, use and apply subject expertise to secure appropriate and consistent progress for all students across the range of background and ability.
- 2.3 Develop and apply a range of effective teaching and learning strategies to raise the achievement of students, maintaining an up to date knowledge of good practice in Teaching and Learning techniques.
- 2.4 Deliver after-school support and pre-exam intervention sessions as and when required to ensure the highest levels of achievement and attainment.
- 2.5 Deliver subject enrichment activities for learners to consolidate and promote learning in the subject.
- 2.6 Observe and be observed by colleagues and utilise feedback effectively.
- 2.7 Use performance data to inform planning and teaching, including the evaluation of students' progress and setting of appropriate targets for improvement.
- 2.8 To recognise and reward positive achievement and reward students appropriately.
- 2.9 To use displays, learning beyond the classroom, enrichment activities, and student partnerships for learning in order to promote positive attitudes towards learning.
- 2.10 Make effective use of links with the community including business and industry, to extend the curriculum and enhance learning and teaching.
- 2.11 Create and maintain an effective partnership with parents to support and improve student and community achievement and personal development.

3 Relationship with others

- 3.1 Participate in the Performance Management Cycle and INSETs.
- 3.2 Participate in the induction of new staff into the Academy community.
- 3.3 Ensure the Team Leader is informed on all issues concerning the subject area.
- 3.4 Maintain good working relationships with colleagues, students, parents/carers, governors, the community and Local Authority and ensure all communication is consistent with the Academy's ethos.

4 Accountability

- 4.1 Make best use of all resources to support the attainment of students.
- 4.2 Ensure that parents/carers and students are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning.
- 4.3 Implement Academy policies and procedures.

5 Other responsibilities

- 5.1 Contribute to the wider life of the Academy and its community through out of hours and partnership work.
- 5.2 Take responsibility for promoting and safeguarding the welfare of the children and young people in Academy.
- 5.3 Carry out any such duties as may be reasonably required by the Principal.

6 Records management

- 6.1 All staff who create, receive, and use records in the course of their job are responsible for ensuring that records are managed appropriately. It is therefore likely that this post-holder will have responsibility for record-keeping as part of the role. Employees are required to be conversant with the Trust's policies and procedures on records management.

This appointment is with Star Academies. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Star Academies Contract'.



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PERSON SPECIFICATION

			Assessed by:	
No	CATEGORIES	Essential/ Desirable	App Form	Interview/ Task
QUALIFICATIONS				
1.	A relevant degree	E	✓	
2.	Qualified Teacher Status	E	✓	
3.	Evidence of Continuous Professional Development	E	✓	✓
EXPERIENCE				
4.	Track record of delivering 'outstanding' teaching.	E	✓	✓
5.	Good understanding of best practice in current teaching methodologies.	E	✓	✓
6.	Successful and sustained delivery of outstanding attainment and achievement.	E	✓	✓
7.	Innovation and creativity to engage, enthuse and progress learners.	E	✓	✓
8.	Use of data to plan and implement intervention strategies to raise academic performance.	E	✓	✓
9.	Partnership and team working.	E	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
10.	Ability to teach Mathematics to GCSE standard.	E	✓	✓
11.	Ability to teach Mathematics to A Level standard.	D	✓	✓
12.	Ability to deliver the highest standards of classroom and behaviour management.	E	✓	✓

			Assessed by:	
No	CATEGORIES	Essential/ Desirable	App Form	Interview/ Task
13.	Knowledge of the latest curricula, specifications and assessment criteria in GCSE Mathematics.	E	✓	✓
14.	Ability to develop and disseminate effective teaching and learning and classroom management strategies.	E	✓	✓
15.	Ability to communicate, verbally and written, with a range of groups and individuals.	E	✓	✓
16.	Ability to organise activities and prioritise conflicting demands.	E	✓	✓
17.	Knowledge of effective intervention strategies to raise attainment.	E	✓	✓
18.	Ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes.	E	✓	✓
19.	Ability to use ICT and technology in the classroom to deliver engaging lessons and monitor student progress effectively.	E	✓	✓
20.	Ability to provide pastoral and academic tutorial support to young people in a tutor group setting.	E	✓	✓
PERSONAL QUALITIES				
21.	Commitment to delivering after-Academy and pre-exam sessions as required as well as enrichment opportunities for learners.	E	✓	✓
22.	A strong belief in the value of education in developing citizens.	E	✓	✓
23.	A strong commitment to the Trust values of Service to the community, Teamwork, Ambition and Respect.	E	✓	✓
24.	Highly organised, literate and articulate.	E	✓	✓
25.	Highest levels of professional and personal integrity.	E	✓	✓
26.	A strong commitment to inclusion and overcoming barriers to learning and achievement.	E	✓	✓
27.	Personal resilience, persistence and perseverance.	E	✓	✓
28.	Commitment to the pursuit of continuous professional development by oneself and others.	E	✓	✓
29.	Understands the principles and promote equality and diversity.	E	✓	✓