



# ABOYNE LODGE

CREATIVE • CURIOUS • CARING

## Class Teacher – Inc. UPS expectations

### Main purpose

The Teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teacher's Pay and Conditions Document (STPCD)
- Meet the expectations set out in the Teacher's Standards
- Fulfil duties reasonably directed by the Headteacher

*N.B. The duties listed below are not an exhaustive list of requirements.*

### Key responsibilities

#### **Teaching:**

- Be responsible for the quality of the teaching and learning of all pupils who are assigned to the post holder
- Plan and teach well-structured lessons to assigned classes, following the school's plans and curriculum
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils
- Participate in arrangements for preparing pupils for examinations.

#### **Whole-school organisation, strategy and development:**

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the school's vision and values
- Work with others on curriculum and/or pupil development to secure coordinated outcomes.

#### **Health and Safety:**

- Be aware of and comply with policies and procedures relating to child protection, health and safety, confidentiality, security, data protection; and report all concerns to an appropriate person
- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment.

#### **Working with colleagues and other relevant professionals:**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues.

**Management of staff and resources:**

- Direct, supervise and provide support to support staff assigned to them and, where appropriate, other teachers
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff
- Monitor quality and standards of resources delegated to them.

**Professional development:**

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching and overall performance
- Where appropriate, take part in the appraisal and professional development of others.

**Communication:**

- Communicate effectively with pupils, parents/carers, colleagues, wider school community and governors.

**UPS Additional Expectations****UPS1: 'Sustained'**

The teacher must have had two consecutive successful appraisal reports in this school and have made good progress towards their objectives during this period (see exceptions in the pay policy). They will have been expected to have shown that their teaching expertise has grown over the relevant period and is consistently good to outstanding.

- To be a good or outstanding teacher consistently
- To celebrate pupils' achievements by supporting school events
- To devise and implement interventions that enable students to reach and exceed their targets, making a clear contribution to raising standards
- To promote team commitment with colleagues
- To provide coaching and mentoring for less experienced teachers

**UPS2: 'Substantial'**

The teacher's achievements and contribution to the school are significant, not just in raising standards of teaching and learning in their own classroom, or with their own groups of children, but also in making a significant wider contribution to school improvement, which impacts on pupil progress and the effectiveness of staff and colleagues.

- To be an 'outstanding' practitioner the majority of the time
- To play a significant role in the life of the school
- To model good practice and professionalism in relation to all students and colleagues
- To provide high-quality advice and guidance to colleagues on teaching and learning and care, guidance and support
- To provide regular coaching and mentoring for less experienced teachers
- To be proactive in investigating, researching and disseminating good practice

- To develop, demonstrate and share ideas for improving outcomes for students
- To contribute significantly to the achievement of the whole-school improvement plan

### UPS3: 'Highly competent'

The teacher's performance is assessed as having excellent depth and breadth of knowledge, skill and understanding of the Teachers' Standards in the particular role they are fulfilling and the context in which they are working.

- To be an 'outstanding' practitioner
- To play a critical role in the life of the school
- To be an outstanding role-model for teaching and learning
- To provide coaching and mentoring for all colleagues, as required
- To make a distinctive contribution to the raising of pupil standards
- To be a strong advocate for change, championing school improvement
- To play a significant role in the development of the whole-school improvement plan, reviewing and evaluating progress and identifying aspects for future development
- To take responsibility for professional learning of others and be able to demonstrate the impact of that professional learning

