

THE BUSHEY ACADEMY

JOB DESCRIPTION AND PERSON SPECIFICATION

Advanced Skills Teacher (Mathematics)

Salary: AST Pay Spine

Job Description

Aim and main purpose of the job

To have a high profile in developing the standards of teaching and learning across the Academy and consequently achievement for all students

The post will be entirely focussed upon teaching and learning although the precise scope and role is negotiable. We want to appoint the person who is going to contribute most to Academy improvement and so we intend to capitalise upon the strengths and experiences of the successful candidate. The role could include some or all of the following elements.

Teaching and Managing Pupil Learning

The Advanced Skills Teacher will:

- Be able to teach across the full range of age and abilities.
- Act as a role model in leading staff in own high quality teaching.
- Develop Assessment for Learning throughout the mathematics and technology zone.
- Set expectations for staff and students in relation to standards of achievement and the quality of teaching.
- Assist mathematics and other departments in the creation, consistent implementation and improvement of schemes of work which encapsulate key Academy learning strategies and educational developments.
- Assist mathematics and other departments in reviewing teaching and learning, and monitoring the progress of students including those requiring additional support or challenge to ensure students are engaged in their learning and achieve success.
- Assist with developing extra curricular activities throughout the Academy.

Assessment and Self-Evaluation

The Advanced Skills Teacher will:

- Assist mathematics and other departments that have identified students who are underachieving and, where necessary, aid the creation and implementation of effective intervention plans.
- Assist mathematics and other departments in establishing and implementing clear policies and practices for assessing, recording and reporting on student achievement and to assist students in setting targets for further improvement.
- Assist mathematics and other departments in evaluating the standards of teaching and learning, consistent with the procedures in the Academy self evaluation policy and to use this analysis to take action to improve further the quality of teaching.

Relationships with Parents and the Wider Community

The Advanced Skills Teacher will:

- Develop community links.
- Establish a partnership with parents to involve them in their child's learning.
- Communicate effectively, both orally and in writing, with parents, the SLT and governors, as necessary.

Leading Staff and Own Performance

The Advanced Skills Teacher will:

- Prioritise and manage their own time effectively.
- Take responsibility for their own professional development to improve students' learning.
- Lead the learning of other staff members.
- Provide regular feedback for colleagues in a way which recognises good practice resulting in a tangible impact on student learning.
- Establish clear expectations and constructive relationships among staff.

Managing Resources

The Advanced Skills Teacher will:

- Oversee and evaluate budget allocations for which they have responsibility to ensure the budget is spent in line with Academy learning priorities and best value principles.

Strategic Leadership

The Advanced Skills Teacher will:

- Contribute to the development of whole Academy strategic planning and policies.
- Undertake any other task reasonably requested by the Principal.

Person Specification

	Essential	Desirable
Knowledge and Understanding		
Good awareness of current educational developments	✓	
Clear understanding of current issues related to the subject	✓	
Ability to plan lessons effectively	✓	
An understanding and commitment to the ethos of the Academy	✓	
Evidence of high level classroom skills	✓	
Skills, Qualifications and training		
Qualified Teacher Status	✓	
Courses of further study relevant to the post	✓	
Qualification in the relevant subject	✓	
Evidence of active involvement in professional development	✓	
Excellent organisation skills	✓	
Excellent ICT skills		✓
Clear evidence of leadership		✓
Attributes		
Excellent record of attendance	✓	
Ability to work well in a team	✓	
A sense of humour		✓
Ability to think originally and creatively	✓	
Positive attitude	✓	
Energy and enthusiasm	✓	
Warmth and sensitivity		✓
Excellent rapport with students	✓	
Commitment to the Academy and the students we serve	✓	

Whilst every effort has been made to explain the accountabilities and responsibilities for this post, each individual task may not be identified. This job description is current but, following consultation with you, may be changed by the Principal to reflect or anticipate changes in the post which are commensurate with the salary and job title.