



JOB DESCRIPTION

ROLE PROFILE:	ADOPA (2 year position)
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ORGANISATIONAL ARRANGEMENTS:

Job holder: to be appointed

Reports to: DOPA link

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- PART 1** You are required to carry out the duties of a schoolteacher as set out in the relevant paragraphs of the current School Teachers' Pay and Conditions document.
- PART 2** The post requires you to teach students in the age range 11-16.
- PART 3** You are required to carry out such particular duties which form part of the relevant sub-paragraphs and paragraphs of the School Teachers' Pay and Conditions document as the Headteacher may reasonably direct from time to time.

In addition you are required to undertake the following responsibilities within the framework of School Policy, LA and National regulations.

To exercise the authority delegated from the Headteacher to ensure that all aspects of the Job Description are effectively delivered within the terms of the School Teachers' Pay and Conditions document and to be accountable for each aspect to the appropriate colleagues as detailed below.

a) Teachers' Standards and expectations:

Part one: teaching

1. Set high expectations which inspire, motivate and challenge students

- establish a safe and stimulating environment for students, rooted in mutual respect
- set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of students

2. Promote good progress and outcomes by students

- be accountable for students' attainment, progress and outcomes
- plan teaching to build on students' capabilities and prior knowledge
- guide students to reflect on the progress they have made and their emerging needs

- demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- encourage students to take a responsible and conscientious attitude to their own work and study.

3. Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

4. Plan and teach well-structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum

5. Adapt teaching to respond to the strengths and needs of all students

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6. Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure students' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

7. Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly

- manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- maintain good relationships with students, exercise appropriate authority, and act decisively when necessary.

8. Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to students' achievements and well-being.

Part Two: Personal and professional conduct

1) Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard students' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.

2) Have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in your own attendance and punctuality.

3) Have an understanding of, and always act within, the statutory frameworks which set out your professional duties and responsibilities.

b) Position held:- Assistant Director of Progress and Achievement Expected - Tasks, expectations & accountabilities for the role at Wildern

LEADERSHIP

- Support the DOPA in providing effective leadership for colleagues within the tutor team, including Associate tutors, Trainee teachers.
- Uphold and support the vision of the school as reflected in the Whole school SDP.
- With the DOPA lead the Year Group effectively to ensure data is used to inform effective planning and target setting that enables students achievement and progress.
- Support the DOPA to be responsible for students' academic outcomes by analysing and monitoring individual students and whole year group's performance, through academic tracking analysis of WAD and develop strategies to tackle and resolve under achievement.
- Lead by example, establishing a collaborative learning ethos by sharing good practice within and across all teams, supporting colleagues and developing a culture of learning from each other.
- Support DOPA in managing challenging student behaviour.
- Ensure effective communication is established and maintained with colleagues, students and parents.

- With the DOPA establish a positive ethos within the year group that recognises and celebrates success.

MANAGEMENT

- After each WAD and external assessment data, support the DOPA to monitor students' progress within the year group and prepare intervention by identifying students in need of additional support and monitoring.
- Support the DOPA in monitoring and ensuring that all data is shared with and consistently used by the tutor team in tracking and monitoring student achievement.
- Support the DOPA in ensuring that students are made aware of the CLP and TG via calendared focused weeks raising awareness via assemblies and tutor time.
- Support the DOPA to be aware and monitor the progress of all vulnerable students within the year group.
- Support the DOPA in establishing effective, consistent behaviour systems within the year team, upholding the schools learning culture, support colleagues in ensuring minimum standards are upheld.
- Help the DOPA to oversee the record keeping process for the year group, including the monitoring of the accurate recording of all student incidents on Eref.
- Liaise with the Pupil Support Team regarding behaviour issues and ensure appropriate response in line with school policy.
- Promote and support school events including house events and extra-curricular activities within the school.
- Ensure effective communication with parents responding to parental concerns and alerting SLT and colleagues as necessary.
- Attend and contribute to the school meetings as required within your role.

MONITORING and EVALUATING

- Support the DOPA in monitoring and ensuring that all data is shared with and consistently used by colleagues within the year group in tracking and monitoring student achievement and that specific smart academic targets are being set where appropriate.
- Support the DOPA in developing strategies to tackle and resolve under achievement within the year group.
- Support the DOPA by monitoring the progress made in achieving the pastoral SDP, SEF and review targets, and evaluate the effects on year group progress.
- Support the DOPA through monitoring and evaluating the quality of the digging deeper tutor programme as well as ensuring that minimum standards, student's welfare, discipline attendance, punctuality and uniform are maintained.

PROFESSIONAL EXPECTATION & DEVELOPMENT

- Keep up to date with new pedagogy/new technologies/curriculum initiatives and their use and impact to enhance learning within your subject area.
- Ensure lesson planning is maintained and recorded in the Teacher's Planner.
- Be responsible for all aspects of your classroom its contents, surrounding area including health and safety and reporting defects.
- Contribute to the appropriate section of the School Development Plan, meeting agreed timescales and success criteria.
- Manage learning resources within the classroom including issue and return
- Represent the Curriculum Area, as advised, on the appropriate working groups and/or Area Consortium groups.

c) Upper Pay Range 1 criteria

Professional Characteristics

ADOPA – UPR 1

- Demonstrate essential professional characteristics, and in particular will:
 - Inspire trust and confidence in students and colleagues.
 - Build team commitment with colleagues in the classroom.
 - Engage and motivate students.
 - Demonstrate analytical thinking and positive action to improve the quality of students' learning.

Student Progress

- Demonstrate that, as a result of their teaching, their students achieve well relative to the student's prior attainment, making progress as good as or better than similar students nationally.
- Demonstrate that they consistently and effectively use information about prior attainment to set well-grounded expectations for students and monitor progress to give clear and constructive feedback.
- Report to all stakeholders as required.

Professional Practice

- Demonstrate that they have a thorough and up-to-date knowledge of the teaching of their subject and take account of the wider curriculum developments which are relevant to their work.
- Demonstrate that they consistently and effectively plan lessons and sequences of lessons to meet students' individual learning needs.
- Understand and apply effective behaviour management by using a range of appropriate strategies.
- Effectively use homework and other extra-curricular learning opportunities.
- Positively target and support individual learning needs.
- Be responsible for identifying own professional learning needs and ensuring that activities are undertaken to address these.

Contribute to the Ethos and Wider Effectiveness of the School

- Demonstrate that they take responsibility for their professional learning and use the outcomes to improve their teaching and students' learning.
- Effectively share outcomes of professional learning with colleagues.
- Keep a professional learning portfolio.
- Be a performance management team leader as required.
- Demonstrate that they make an active contribution to the policies, aspirations and values of the school.

Additionally at Wildern:-

- Keep up to date with new pedagogy/new technologies/curriculum initiatives and their use and impact to enhance learning within your subject area.
- Ensure lesson planning is maintained and recorded in the Teacher's Planner.
- Be responsible for all aspects of your classroom its contents, surrounding area including health and safety and reporting defects.
- Contribute to the appropriate section of the School Development Plan, meeting agreed timescales and success criteria
- Manage learning resources within the classroom including issue and return
- Represent the Curriculum Area, as advised, on the appropriate working groups and/or Area Consortium groups.

