



**CEDAR MOUNT ACADEMY  
SUBJECT TEACHER  
MPS**

*(Conditions of service as defined in the current Schoolteachers' Pay and Conditions Document)*

Subject teachers, responsible to their Head of Subject, are accountable for the outcomes professional and active member of the Academy community working as part of the team to raise standards, improve outcomes and opportunities for all students and promote a lifelong love of learning.

It is expected that all staff within two years of joining CMA will be operating at a minimum of good with outstanding features and working towards being outstanding in their teaching, learning and any other specific areas of responsibility.

***Cedar Mount Academy is a member of the Bright Futures Educational Trust***

**Job Purpose**

- Under the reasonable direction of the Principal, carry out the professional duties of a school teacher as defined in the school teachers pay and conditions of service and national professional standards.
- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students
- Facilitate and encourage a learning experience which provides students with the opportunity to realise their full potential and secure good progress and attainment.
- Monitor and support the overall progress and development of students as a form tutor

**Teaching, Learning and Outcomes**

- Set high expectations that inspire, motivate and challenge students.
- Teach students according to their educational needs, including the setting and marking of work to be carried out by students in the Academy and elsewhere.
- Ensure all lessons prepared and delivered in accordance with the Academy teaching and learning policy and are personalised and differentiated to take into account student needs and prior attainment. These needs include SEND, EAL and gifted and talented students.
- Ensure all lessons prepared and delivered are suitable to secure expected or better progress by all students.
- Ensure feedback and marking provided to students, in both written and verbal form, supports students better understanding of their achievement to date and what is needed to progress further.
- Assess record and report on the attendance, progress, development and attainment of students and keep such records as required.
- In line with Academy policy report, evaluate and analyse student progress towards targets to identify individual and groups of underperforming students
- Work with the Head of Subject to implement strategies to address the underperformance of individual and groups of students

- Ensure that literacy, numeracy and other Academy curricular initiatives are reflected in the learning experience for all students taught.
- In line with Academy policy maintain high standards of behaviour both within the classroom and the subject area to facilitate high standards of teaching and learning.
- Encourage and maintain high standards of attendance, punctuality and work by students
- Actively engage in subject/Academy quality assurance processes in line with subject/Academy policy including lesson observations and work scrutiny.
- Make use of formative and summative assessment to secure students' progress
- Undertake assessment of students requested by external examination bodies, subject and Academy procedures
- Create and maintain an engaging, exciting and orderly learning environment
- Ensure the effective deployment of additional support staff within the classroom
- Assist in the development of appropriate schemes of work and resources for the subject area
- Maintain accurate records of student progress and assessments and attendance registers

#### **Other Responsibilities of a Subject Teacher**

- To work professionally and effectively as part of a subject and wider Academy staff team.
- To be a positive professional role model for all students.
- Treat all students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Have regard for, and promote the need to, safeguard students' well-being, in accordance with statutory provisions and Academy policy.
- To be a form tutor to an assigned group of students and carry out that role in line with Academy policy.
- To carry out supervision duties as directed in the Academy duty rota
- To contribute to regular reports to parents on the progress, attainment and development of students taught.
- Continue own professional development in relevant areas including subject knowledge and teaching/learning methodology.
- Engage actively in the Academy performance management process.
- Engage actively in the Academy CPD program to develop skills and improve practice.
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the Academy
- Communicate effectively with parents and carers.
- Be familiar with, and follow, all Academy policy and practice to ensure a consistent high standard approach to all aspects of the Academy.
- Contribute to the preparation of subject improvement plans, policy and practice as part of the subject team.
- Play a full part in the life of the Academy, to support its distinctive mission and ethos.
- Attend Academy events and activities as directed by the Principal
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

## Person Specification – Subject Teacher

	<i>Essential</i>	<i>Desirable</i>
<i>Qualifications, Educational, Training</i>	Degree and teaching qualification in subject specialism Q.T.S.	Relevant in-service training.
<i>Relevant Experience</i>	Successful teaching experience in a temporary or permanent post or on teaching practice, including subject specialism to GCSE level	Experience of teaching to advanced level. Experience as a form tutor.
<i>Knowledge, skills, abilities</i>	Very good oral and written communication skills. Ability to exercise control in the classroom and encourage good behaviour. An enthusiasm for subject specialism and the ability to generate this in others. Ability to work as part of a team. Excellent ICT skills.	Knowledge of VLE. Knowledge of SIM's or similar
<i>Others</i>	A passionate commitment to develop the best in young people Tact and diplomacy in all interpersonal relationships with the public, students and colleagues at work Personal commitment to the Academy's professional standards and code of conduct A commitment to further training and a willingness to participate in relevant CPD. Willingness to be engaged in partnership and community activities Commitment to the aims and ethos of the Academy. A positive approach to challenges, which seeks solutions to problems and addresses difficulties with cheerfulness and good humour	
<i>Safeguarding</i>	Willingness to consent to apply for an enhanced disclosure CRB check Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people.	