



SHIRLEY HIGH SCHOOL PERFORMING ARTS COLLEGE

UPPER PAY SCALE RESPONSIBILITIES



JOB DESCRIPTION GENERIC UPPER PAY SCALE TEACHER

(to be read in conjunction with the Generic teacher and Form Tutor responsibilities)

Main areas of responsibilities:

KEY ELEMENTS

A UPS teacher must be highly competent and make a substantial and sustained contribution to the wider life of the school, as shown below. This will be reviewed during the appraisal process. (Please see Teaching Pay Policy Appendix 3).

- Provide a role model for teaching and learning.
- Make a distinctive contribution to the raising of pupil standards.
- Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning and achievement.
- Undertake action research or policy development which enhances practice or outcomes in the school through membership of school working parties and focus meetings.
- Provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice in order to help them meet the relevant standards and develop their teaching practice.
- Deliver high quality CPD sessions/training.
- Undertake lesson observations and providing feedback and appropriate follow up support.
- Engage in work scrutiny.
- Participate in regular and frequent commitment to cross-curricular or extra-curricular activities.

PERSON SPECIFICATION

Teacher Standards	Highly competent in all elements of the teacher standards.
Student Outcomes	Significant impact on pupil progress across the ability and age ranges taught.
Teaching Quality	Typically outstanding (using Ofsted criteria).
Student Development	Demonstrated capacity to engage students in extra curricula activities.
Competence	<i>Highly competent</i> means performance which is not only good but is good enough to provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the school in order to help them meet the relevant standards and develop their teaching practice.
Substantial Contribution	<i>Substantial</i> means of real importance, validity and value to the school; provide a role model for teaching and learning; make a distinctive contribution to the raising of pupil standards; take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning and achievement.
Sustained	<i>Sustained</i> means maintained the above continuously over a period of at least 2 years.

Signed: Dated:

Print Name: