

<b>Job title:</b>	Mossbourne Excellent Teacher	<b>Salary:</b>	Dependent on experience	<b>Contract term:</b>	Permanent
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<b>Responsible to:</b>	Vice Principal	<b>Responsible for:</b>	Teaching & Learning
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#### **Mossbourne Federation**

The Mossbourne Federation is the realisation of Sir Clive Bourne’s dream to provide the children of Hackney with an outstanding education. Since 2004 the Federation has nurtured Sir Clive’s dream by fostering kind, courteous, hard-working and well-rounded learners by providing an outstanding education based on the core values of ‘Excellence’, ‘No Excuses’ and ‘Unity’. Through upholding these core values, Mossbourne will be the first academy federation whose schools are without exception, exceptional.

The Federation’s calm working atmosphere creates well-rounded individuals who excel in the arts, on the sporting field and academically. All learners, regardless of ability, benefit from the innovative and enlightened approaches to teaching and learning within The Mossbourne Federation.

The Mossbourne Federation comprises four academies: Mossbourne Community Academy (secondary and which includes The Mossbourne Federation Sixth Form), Mossbourne Victoria Park Academy (secondary), Mossbourne Parkside Academy (primary) and Mossbourne Riverside Academy (primary).

#### **Mossbourne Parkside Academy**

At Mossbourne Parkside Academy (MPA) we continue to build on The Mossbourne Federation ethos of exceptional education for all of our pupils. With learning at the heart of everything we do, MPA continues to raise expectations and achievement in Hackney and its neighbouring boroughs with the belief that all pupils can fulfil their true potential. Our pupils receive great lessons and enjoy a vibrant curriculum. Our outstanding teaching staff provide pupils with a happy and caring learning environment and have high expectations for behaviour and manners throughout the academy.

#### **Mossbourne Excellent Teacher Role**

The Mossbourne Excellent Teacher will work within the Academy to support the development and implementation of a Federation wide style of best practice, driving forward improvements and raising standards in learning and pedagogy. The role will embody the Mossbourne ethos and model outstanding practice.

The successful applicant will hold QTS, be passionate about education and have a proven track record of achieving outstanding results across all key stages. They will possess the vision to implement pedagogical leadership Federation wide and be willing to go the ‘extra mile’ to see it implemented successfully.

### Key Accountabilities

The Mossbourne Excellent Teacher will provide pedagogical leadership across the Academy and continue to promote, develop and share excellent teaching strategies within the Academy. The Mossbourne Excellent Teacher will be required to support the professional development of staff within the Academy and assist where necessary across the Federation. The Mossbourne Excellent Teacher will offer support and expertise in adapting curriculum to changing specifications and provide a consistent model of outstanding teaching practice. The key accountabilities of the role will include:

- To work in collaboration with the Senior Leadership and other Mossbourne Excellent Teachers to build on the existing best practices to develop a Federation wide system for teaching, learning, and training
- To support the Senior Leadership in developing a range of activities and strategies to strengthen teaching and learning
- To promote the use of all key teaching and learning strategies
- To contribute to the planning, development, delivery and leadership of all training and INSET
- To use mentoring and coaching strategies to support individual staff to become outstanding practitioners: from 'good' to 'outstanding' and from 'Requires Improvement' to 'Good'
- To participate in the training, monitoring and mentoring of NQTs and Schools Direct training teachers
- To engage in professional dialogue with specific colleagues to ensure continued improvement in teaching and offer advice and support in respect to learning and pedagogy
- To develop a climate for learning and classroom ethos that supports a pedagogy of providing challenge in teaching settings as a basis for improving mainstream practice
- To embody the Academy ethos and take part in marketing and liaison activities
- To observe colleagues on at least weekly basis and give objective feedback, setting targets for improvement where appropriate and following up with praise or strategies for improvement where appropriate
- To plan and deliver high-quality, differentiated lessons on a daily basis and ensure they are consistently rated outstanding
- To work with Subject Leads and SLT, to ensure effective provision of teaching and learning across the Academy
- To keep abreast of developments in education and ensure that new developments and changes in course content are introduced and delivered
- To support and promote the ethos of the Academy, playing a full role in daily life of the Academy as expected of general teaching staff
- To set homework in accordance with policy and to mark work regularly to aid progression, keeping clear records of attainment and following up on non-submission
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Person Specification				
Essential [E] or Desirable [D]	Requirements	Assessment Criteria		
		Interview	Application form	Task (lesson)
<b>Experience</b>				
E	<ul style="list-style-type: none"> <li>Ability to lead teaching and learning across the curriculum</li> </ul>	✓	✓	
E	<ul style="list-style-type: none"> <li>Knowledge and understanding of how students learn</li> </ul>	✓	✓	✓
E	<ul style="list-style-type: none"> <li>Ability to work independently and as part of a team, contributing to and leading INSETs</li> </ul>		✓	
E	<ul style="list-style-type: none"> <li>Ability to develop and maintain positive relationships with teachers, support staff and parents</li> </ul>	✓		
E	<ul style="list-style-type: none"> <li>Ability to develop and update pedagogical initiatives across the Academy</li> </ul>	✓	✓	
E	<ul style="list-style-type: none"> <li>Capable of supporting teachers across different learning areas to improve</li> </ul>	✓	✓	
E	<ul style="list-style-type: none"> <li>Effective and efficient organisation of resources</li> </ul>	✓	✓	✓
<b>Qualifications</b>				
E	<ul style="list-style-type: none"> <li>A good degree</li> </ul>		✓	
E	<ul style="list-style-type: none"> <li>Qualified teacher status (QTS)</li> </ul>		✓	
<b>IT knowledge</b>				
D	<ul style="list-style-type: none"> <li>Good knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, Power Point)</li> </ul>		✓	
D	<ul style="list-style-type: none"> <li>Ability to swiftly adapt to and utilise new/various systems/software</li> </ul>		✓	
D	<ul style="list-style-type: none"> <li>Capable of making effective and appropriate use of ICT to support teaching and learning</li> </ul>		✓	✓
<b>Behavioural Competencies</b>				
E	<ul style="list-style-type: none"> <li>Excellent communication skills</li> </ul>	✓		✓
D	<ul style="list-style-type: none"> <li>Strategic approach, ability to see the 'big picture' and also think 'outside of the box'</li> </ul>	✓		
E	<ul style="list-style-type: none"> <li>Ability to meet ALL deadlines internally and externally ensuring output consistently is of an exemplary standard</li> </ul>	✓		
D	<ul style="list-style-type: none"> <li>Have the initiative to work independently with minimal supervision</li> </ul>	✓		

E	<ul style="list-style-type: none"> <li>Must have the upmost integrity as well as high levels of motivation and commitment</li> </ul>	✓		
E	<ul style="list-style-type: none"> <li>Proactive approach and efficient time management and prioritisation skills</li> </ul>	✓		
E	<ul style="list-style-type: none"> <li>Genuine interest and passion for the education of young people and the ability to contribute more widely to the life and community of the Federation</li> </ul>	✓	✓	
<b>Applicable to all staff</b>				
E	<ul style="list-style-type: none"> <li>Undertake training as required to so in order to fulfil the requirements of the role</li> </ul>	✓	✓	✓
E	<ul style="list-style-type: none"> <li>Support Mossbourne's efforts both verbally and non-verbally (i.e. via actions and attitude), including adjusting performance and practice in accordance with Mossbourne's initiatives and findings</li> </ul>	✓	✓	✓
	<ul style="list-style-type: none"> <li>Recognise your role as part of the succession of Mossbourne</li> </ul>	✓	✓	✓
E	<ul style="list-style-type: none"> <li>Play an active role in terms of Safeguarding all students and adults</li> </ul>	✓	✓	✓

***Mossbourne Federation reserves the right to modify the above contents in order to ensure the needs of the Federation and the students are being met. The above list is not a comprehensive list; it simply outlines the expectations for this role. Mossbourne Federation provides equal employment opportunities to all employment applicants and employees without regard to race, colour, religion, gender, sexual orientation, national origin, age, disability or status. This post is subject to an enhanced DBS disclosure. The post holder must be committed to safeguarding the welfare of children.***