

Teaching and Learning Responsibility Post
Leader of Learning

General

Teaching and Learning Responsibility payment (TLR) may only be made to a teacher who is accountable for a significant, specified responsibility focused on teaching and learning, that is not required of all classroom teachers. The TLR payment is for a sustained responsibility in the context of the school's staffing structure needed to ensure continued delivery of high quality teaching and learning. TLR's are permanent awards but may be withdrawn if the responsibility were removed, either through agreement or as a result of capability procedures, or following restructuring.

Factors to apply to the awarding of a payment:

- Impact on educational progress beyond the teacher's assigned pupils
- Leading, developing and enhancing the teaching practice of others
- Having accountability for leading managing and developing curriculum area(s) or pupil development across the curriculum
- Having line management responsibility for a significant number of people

In addition to the requirements of a class teacher and any other agreed responsibilities, such as subject leader.

Job Purpose

To be accountable for the maintaining high standards of designated curriculum area(s) / aspects of the school's work and to support, hold accountable, develop and lead a team of staff focusing on that area.

Generic Areas Of Responsibility as a TLR postholder

As a key member of the teaching staff you will be expected to make a significant contribution to the global development of teaching and learning in the school. You will need to set high standards of personal performance and professional conduct and be an exemplar of model best practice to others. Your responsibilities will fall into three main areas, with some other specific areas as defined below.

a) Strategic Direction of the area / aspect of work (with the support of, and under the direction of, the headteacher and leadership team)

- Develop and implement policies and practices which reflect the school's commitment to high achievement through effective teaching and learning;
- Develop plans for the area / aspect of work which identify clear targets, timescales and success criteria in line with the School Improvement Plan, including the management of aspects of finance within the agreed school procedures and best value principles;
- Monitor progress and evaluate the effects on teaching and learning by working alongside colleagues, analysing work and outcomes.

b) Teaching and Learning

- Ensure continuity and progression in the area / aspect of teaching by supporting colleagues in selecting the appropriate sequence of teaching and teaching methods and setting clear learning objectives through an agreed scheme of work, in line with the School Improvement Plan;
- Evaluate teaching in the area / aspect of work by the monitoring of teacher's plans, work scrutiny and lesson observation, in order to identify effective practice and areas for improvement, and take appropriate action to improve further the quality of teaching.

c) Leading and Managing Staff

- Enable all teachers to achieve expertise in planning for and teaching in the area through example, support and by leading or providing high quality professional development opportunities;
- Demonstrate an excellent ability to advise and support other teachers;
- Provide clear feedback, good support and sound advice to others;
- Provide examples, coaching and training to help others to become more effective in their teaching;
- Help others to evaluate the impact of their teaching on raising pupil's achievement;
- Contribute to the Performance Review of all teachers in the area of work;
- Ensure that the headteacher, SLT and governors are well informed about policies, plans, priorities and targets for the area and that these are properly incorporated into the School Improvement Plan

Specific Key Accountabilities

As a Leader Of Learning

- Responsibility for the teaching team and pastoral care within assigned year groups, with the specific role of developing high standards of teaching and learning. This will include leading regular team meetings.
- Oversight of planning, standards of achievement, maintaining appropriate levels of challenge, assessment and review, organisation, curriculum balance, and contributing to the overall development of teaching and learning in line with the School Improvement Plan.
- You will be accountable to the headteacher, need to report back to the SLT on progress in a range of areas and establish effective communication with the other leaders of learning to ensure consistency and continuity.

Other Duties

- As a senior member of staff, you may on occasion be asked to carry out other non specified tasks or responsibilities as could be reasonably expected of you, such as Community links or Parent Communication.

This job profile may be reviewed at the end of the academic year or earlier if necessary. In addition it may be amended at any time in consultation with you. It does not form part of the contract of employment but describes the way the postholder is required to meet the key accountabilities.