

## Vacancy for Primary School SEN Teacher

Due to our growing school numbers we are looking for an inspirational SEN teacher to join us from August 2019, to implement targeted support and challenge for individuals and groups of pupils.

Our ideal candidate will:

- Have experience of identifying, evaluating and providing effective strategies for primary aged pupils with SEN
- Have the capacity to deliver outstanding teaching
- Understand the importance of raising attainment and developing excellence.
- Have the resolve and enthusiasm to make a real difference to the lives of pupils
- Be committed to MCE's ethos of high expectations

## Job Description

### The Role

To work in partnership with other SEN specialists across the College to deliver the strategic vision for SEND provision within the Primary School at MCE. To further develop and support effective practice for pupils with particular learning needs to ensure pupil learning needs are addressed in the most effective way, so that they are able to make rapid progress in line with the college's high expectations.

### Key responsibilities

- To develop the strategic direction and development of the SEN provision, including contributing to the establishing of policies and procedures to support this.
- To monitor the impact of teaching and learning activities on the progress made by pupils with SEN.
- To liaise with Early Years and Secondary School to ensure continuity of support and learning when transferring pupils with SEN within the college.
- To support the development of high achieving classrooms which support and foster the achievement of pupils with additional learning needs.

- To play a leading role in providing strategies to support pupils with SEN to meet the college's demanding expectations in the area of behaviour for learning.
- To provide cover for teachers within the primary school, when needed, teaching engaging and effective lessons.
- To contribute to the formulation of aims and objectives and the effective working of the college.

## **Outcomes and activities**

### **Leading SEND**

- Implement and develop current strategies to ensure early identification of pupils with additional needs.
- Identify and adopt effective teaching approaches for pupils with special and additional needs.
- Monitor teaching and learning activities, to meet the needs of all pupils.
- Establish and disseminate strategies that support all staff in their work with pupils.
- Identify the training needs of staff and organise/coordinate INSET and CPD in SEN and other areas.
- Develop staff support at all levels to ensure they have the best training to fulfil their roles.
- In consultation with the Head of Primary, deploy resources to ensure that individual needs are met.

### **Teaching and Learning**

- Influence whole school teaching and learning policy to ensure aspects of inclusive teaching.
- Identify and lead support groups according to pupil needs, e.g. ASD's, Speech and Language, Behaviour etc.
- With direction from the Head of Primary and within the context of the college's curriculum and schemes of work, plan and prepare effective teaching modules and lessons.
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils.
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in pupil achievement.
- Ensure that all pupils achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level.
- Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications.
- Oversee and monitor the quality of provision maps and pastoral support plans and maintain detailed information for subsequent meetings with parents.
- Collect and interpret specialist assessment data gathered on pupils and use to inform practice.

## **College Culture**

- Support the college's values and ethos by contributing to the development and implementation of policies, practices and procedures.
- Help create a strong college community, characterised by consistent, orderly behaviour and caring, respectful relationships.
- Help develop a culture and ethos that is utterly committed to academic achievement.
- To be active in issues of pupil welfare and support particularly in relation to safeguarding and child protection.
- Support and work in collaboration with colleagues and other professional in and beyond the school, covering lessons and providing other support as required.

## **Other**

- Undertake other various responsibilities as directed by the Head of Primary.

# **Person Specification**

## **Qualification Criteria**

- Qualified to degree level and above (essential)
- Qualified to teach and work in the UK (essential)
- Undertaken or willingness to undertake specific SENCo training (desirable)

## **Experience**

- Experience of identifying, monitoring, evaluating and providing effective strategies for pupils with SEN (essential)
- Experience of raising attainment of all pupils in a challenging classroom environment (essential)
- Experience of reflecting on and improving teaching practice to increase pupil achievement (essential)
- Evidence of continually improving the teaching and learning in their year group through schemes of work, assessment and extra-curricular activities etc. (essential)

## **Behaviours**

### **Leadership and Management**

- Effective team member and leader (essential)
- High level of self-awareness and self-management in stressful situations (essential)
- High expectations for accountability and consistency (essential)
- Acts as a role model to staff and pupils (essential)
- Vision aligned with MCE's high aspirations, high expectations of self and others (essential)
- Genuine passion and a belief in the potential of every pupil (essential)
- Motivation to continually improve standards and achieve excellence (essential)
- Commitment to the safeguarding and welfare of all pupils (essential)

### **Teaching and Learning**

- Excellent SEN & classroom practitioner (essential)
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward (essential)
- Has excellent communication, planning and organisational skills (essential)
- Demonstrates resilience, motivation and commitment to driving up standards of achievement (essential)
- Acts as a role model to staff and pupils (essential)
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice (essential)

### **Other**

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils (essential)
- Willingness to undertake training (essential)