

ADVANCED SKILLS TEACHER (AST)

<p><u>Knowledge and understanding</u></p> <ul style="list-style-type: none"> • Demonstrate excellent subject and/or specialist knowledge • Have a full understanding of connections and progressions in the subject and use this in their teaching to ensure pupils make good progress • Understand ICT in the teaching of their subject or specialism(s) 	<p><u>Relations with parents and wider community</u></p> <ul style="list-style-type: none"> • Demonstrate a consistent record of parental involvement and satisfaction
<p><u>Planning and Setting expectations</u></p> <ul style="list-style-type: none"> • Demonstrate an excellent ability to plan • Prepare lessons and sequences of lessons with clear objectives to ensure successful learning by all pupils • Set consistently high expectations for pupils in their class and in their homework • Plan their teaching to ensure it builds on the current and previous achievement of pupils 	<p><u>Managing own performance and development</u></p> <ul style="list-style-type: none"> • Keep up-to-date in their subject(s) and/or specialism(s) • Improve their teaching through evaluating their own practice in relation to pupils' progress, school targets and inspection evidence
<p><u>Teaching and managing pupil learning</u></p> <ul style="list-style-type: none"> • Demonstrate an excellent ability to teach, manage pupils and maintain discipline • Understand and use the most effective teaching methods to achieve the teaching objectives in hand • Display flair and creativity in engaging, enthusing and challenging groups of pupils • Use questioning and explanation skilfully to secure maximum progress • Quickly understand pupils' perceptions and misconceptions from their questions and responses • Develop pupils' literacy, numeracy and ICT skills as appropriate within their phase and context • Provide positive and targeted support for pupils who have special educational needs, are very able, are from ethnic minorities, lack confidence, have behavioural difficulties or are disaffected • Maintain respect and discipline and be consistent and fair 	<p><u>Managing and developing staff and other adults</u></p> <ul style="list-style-type: none"> • 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 become more effective in their teaching • Help others to evaluate the impact of their teaching on raising pupils' achievements • Analyse teaching and understand how improvements can be made • Have highly developed interpersonal skills which allow them to be effective in schools and situations other than their own
<p><u>Assessment and Evaluation</u></p> <ul style="list-style-type: none"> • Demonstrate an excellent ability to assess and value • Use assessment as part of their teaching to diagnose pupils' needs, set realistic and challenging targets for improvement and plan future teaching 	<p><u>Managing resources</u></p> <ul style="list-style-type: none"> • Know how to plan and prioritise their own time and activity effectively
<p><u>Pupil achievement</u></p> <ul style="list-style-type: none"> • Demonstrate the ability to achieve excellent results and outcomes • As a result of their teaching: <ul style="list-style-type: none"> - Pupils show consistent improvement in relation to prior and expected attainment; - Pupils are highly motivated, enthusiastic and respond positively to challenge and high expectations; - Pupils exhibit consistently high standards of discipline and behaviour 	<p><u>Strategic leadership</u></p> <ul style="list-style-type: none"> • Provide a role model for pupils and other staff through their personal and professional conduct • Be highly respected and be able to motivate others

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