



Job Description- Higher Level Teaching Assistant

Responsible to: 3-16 Phase Leads

Purpose of Role:

To complement the professional work of teachers by taking responsibility for agreed learning activities under an agreed system of supervision. This may involve planning, preparing and delivering learning activities for individuals/groups or short term for whole classes and monitoring pupils and assessing, recording and reporting on pupils achievement, progress and development across the 3-16 Learning Community. Responsible for the management and development of a specialist area within the school and / management of other teaching assistants including allocation and monitoring of work, appraisal and training.

Main Duties:

1. To assess the needs of pupils and use detailed knowledge and specialist skills to support pupils' learning across 3-16 learning environment.
2. To establish productive working relationships with pupils, acting as a role model and setting high expectations.
3. To develop and implement IEPs.
4. To promote the inclusion and acceptance of all pupils within the classroom.
5. To support pupils consistently whilst recognising and responding to their individual needs.
6. To encourage pupils to interact and work co-operatively with others and engage all pupils in activities.
7. To promote independence and employ strategies to recognise and reward achievement of self-reliance.
8. To provide feedback to pupils in relation to progress and achievement.
9. To organise and manage appropriate learning environment and resources.
10. To within an agreed system of supervision, plan challenging teaching and learning objectives to evaluate and adjust lessons/work plans as appropriate.
11. Monitor and evaluate pupil responses to learning activities through a range of assessment and monitoring strategies against pre-determined learning objectives.

12. To provide objective and accurate feedback and reports as required on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence.
13. To record progress and achievement in lessons/activities systematically and providing evidence of range and level of progress and attainment.
14. To work within an established discipline policy to anticipate and manage behaviour constructively, promoting self control and independence.
15. To supporting the role of parents in pupils' learning and contribute to/lead meetings with parents to provide constructive feedback on pupil progress/achievement etc.
16. Administer and assess/mark tests and invigorate exams/tests
Production of lesson plans, worksheet, plans etc.
17. To deliver learning activities to pupils within agreed system of supervision, adjusting activities according to pupil responses/needs.
18. To deliver local and national learning strategies e.g. literacy, numeracy, KS3, early years and make effective use of opportunities provided by other learning activities to support the development of pupils' skills.
19. To use ICT effectively to support learning activities and develop pupils' competence and independence in its use.
20. To select and prepare resources necessary to lead learning activities, taking account of pupils' interests and language and cultural backgrounds.
21. To advise on appropriate deployment and use of specialist aid/resources/equipment.
22. To comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person.
23. To be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
24. To contribute to the overall ethos/work/aims of the school.
25. To establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils.
26. To take the initiative as appropriate to develop appropriate multi-agency approaches to supporting pupils.
27. To recognise own strengths and areas of specialist expertise and use these to lead, advise and support others.
28. To deliver out of school learning activities within guidelines established by the school.
29. To contribute to the identification and execution of appropriate out of school learning activities which consolidate and extend work carried out in class.

30. To manage other teaching assistants.
31. To liaise between managers/teaching staff and teaching assistants.
32. To hold regular team meetings with managed staff.
33. To represent teaching assistants at teaching staff/management/other appropriate meetings.

Person Specification

Essential Criteria	How Identified	Desirable Criteria	How identified
<p>SKILLS</p> <p>Can use ICT effectively to support learning</p> <p>Ability to organise, lead and motivate a team</p> <p>Ability to relate well to children and adults</p>	<p>Application Form and Selection Process</p> <p>Application Form and Selection Process</p> <p>Application Form and Selection Process</p>	<p>Constantly improve own practice/ knowledge through self-evaluation and learning from others</p>	<p>Application Form</p>
<p>KNOWLEDGE & UNDERSTANDING</p> <p>Understanding of statutory frameworks relating to teaching in a 3-16 learning environment</p> <p>Experience working with children of relevant age in a learning environment.</p> <p>Working knowledge and experience of implementing national/foundation stage curriculum and other relevant learning programmes/strategies</p> <p>Good understanding of child development and learning processes</p> <p>Full working knowledge of relevant policies/codes of practice/legislation</p>	<p>Application Form and Selection Process</p> <p>Application Form and Selection Process</p> <p>Application Form and Selection Process</p> <p>Application form and Selection Process</p> <p>Application Form</p>	<p>Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these</p> <p>An understanding of how the outdoors can be used to enhance the curriculum for children in Foundation Phase and Key Stage Two</p> <p>The ability to plan and lead a series of outdoor sessions.</p>	<p>Application form and Interview</p> <p>Application form and Interview</p> <p>Application form and Interview</p>
<p>QUALIFICATIONS/ TRAINING</p> <p>Meet Higher Level Teaching Assistant standards or equivalent qualification with relevant experience or be eligible to meet the HLTA standards and able to demonstrate relevant experience (please see selection criteria)</p> <p>Training in relevant learning strategies e.g. literacy and numeracy</p>	<p>Application Form and Selection Process</p> <p>Prior consideration will be given to those currently meeting the HLTA standards</p> <p>Application Form and Selection Process</p>	<p>Specialist skills/training in curriculum or learning area e.g. bi-lingual, sign language, ICT</p> <p>Specialist forest school accreditation/training</p>	<p>Application Form and Selection Process</p> <p>Application Form and Selection Process</p>