

Kent County Council

Job Description: **SPECIALIST TEACHER**

Grade: MPS/Upper Pay Spine (+ 1 or 2 SEN points)¹

Responsible to: District Co-ordinator

Accountable to: Special School Headteacher

Purpose of the Job:

- **To ensure the best possible outcomes for Children and Young People (CYP) with Special Educational Needs & Disability (SEND) aged 0 – 19/25 by working collaboratively with professionals in statutory and non statutory organisations**
-

All specialist teachers will have a specialism in one or more areas of need:

Autism Spectrum Disorder (ASD), Speech, Language & Communication Needs (SLCN), Cognition and Learning Difficulties (C&L), Social, Emotional & Behavioural Difficulties (SEBD), Early Years, Hearing Impairment (HI), Visual Impairment (VI), Multi-Sensory Impairment (MSI), Physical Disability (PD) and will work across one or more phases of education: 0-5 Foundation Stage (including children attending PVI's) , 5-11 KS 1&2, 11-19/25 KS3&4 + Post 16.

Main duties and responsibilities:

1. Provide specialist teaching expertise and advice to improve the quality of teaching and learning for children and young people with SEND supporting the delivery of and access to the National Curriculum and other appropriate approaches to learning.
2. Improve practitioner's capacity to raise achievement and attainment of children and young people and overcome the barriers to learning of children and young people with SEND by modeling good practice and developing training, particularly at points of transition.
3. Provide high quality, highly specialist information, intervention and support for CYP with SEND.
4. Actively promote the development of an ethos that supports independence and resilience in CYP with SEND.

¹ The second SEN point will be awarded if the post holder has a relevant advanced qualification. Existing staff will remain on current pay scale.

5. To liaise closely with expertise within district special provision to promote seamless working between all parts of the county wide resource.
6. Develop and deliver training to the children and young people's workforce in a range of educational settings to promote inclusive practice and knowledge of SEND.
7. Work in partnership with families, and a range of educational settings to promote and facilitate the development of inclusive practices in order to raise the attainment and achievement of children and young people (0-19/25) with SEND.
8. Meet the requirements of the Code of Practice and Kent's Mainstream Core Standards by providing specialist assessments and observations in order to inform appropriate learning objectives, targets and strategies for individual children and young people and inform county decision making.
9. Support multi agency planning and decision making fora, taking on the role of lead professional, where appropriate.
10. Promote opportunities for children and young people to be actively involved in decisions affecting them.
11. Promote the involvement of parents and carers in decisions and interventions involving their children.
12. To champion inclusive education, attainment and achievement at a local level.
13. Maintain records of interventions including appropriate assessment activities, support strategies and their delivery in line with standards outlined in the SLA.
14. Utilise data to identify strengths and weaknesses and make recommendations to facilitate setting / school improvement.
15. Contribute to the monitoring of children and young people's achievement and attainment and keep records to inform the Impulse database.
16. Use ICT as a tool for communication, record keeping and managing information.
17. Develop robust links with other professional staff to provide coherent and consistent multi-professional interventions for children and young people, particularly through integrated working.
18. Undertake continuous professional development to enable the postholder to maintain and develop specialist skills, knowledge and expertise in line with Teachers' Standards – September 2012.
19. Ensure appropriate use of specialist equipment and technology to support learning.
20. Participate proactively and effectively in professional supervision and performance management processes.

Priorities for 2015/6

These will be agreed in relation to each locality plan and link to SLA and county priorities.

The deployment of the post holder will be mainly within an identified locality but may require travel across a wider area.

The postholder must carry out their duties in accordance with the KCC Equal Opportunities and Diversity Policy Statement, the Children's Safeguards Policy, the Health and Safety Policy and the requirements and standards as outlined in the SLA

Signed (Job Holder) _____ Date _____

Signed (Line manager) _____ Date _____

This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

Kent County Council

Person Specification: **SPECIALIST TEACHER**

The following outlines the Minimum criteria for this post. Applicants who have a disability and who meet the minimum criteria will be shortlisted.



Applicants should describe in their application how they meet these criteria.

	MINIMUM
QUALIFICATIONS	<ul style="list-style-type: none"> • QTS and a specific relevant advanced SEND qualification
EXPERIENCE	<ul style="list-style-type: none"> • Demonstrable high quality recent and sustained teaching experience in a range of educational settings • Demonstrable experience of designing and delivering high quality INSET to a range of audiences • Ability to demonstrate successful sustained experience of working collaboratively with teaching and non-teaching staff, parents/carers and other professionals through integrated working • Demonstrable experience of initiating, managing and working within a changing environment
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Demonstrable evidence of participating in continuous professional development and applying this within the specialist area/s of work • Strong interpersonal and communication skills to build and maintain effective working relationships with a wide range of professionals and an ability to resolve conflict • Ability to contribute an enthusiastic and clear vision for collaborative working in multi-disciplinary teams • Ability to model high professional standards in all aspects of work • Confidence and competence in the use of ICT particularly Microsoft Office applications • Ability and willingness to travel to meet requirements of the role
KNOWLEDGE	<ul style="list-style-type: none"> • Specialist knowledge of the impact of specific SEND on access to the curriculum in mainstream settings and schools. • Demonstrable evidence of continuing to develop skills and knowledge and current educational research and literature linked to a specialist area
BEHAVIOURS	<ul style="list-style-type: none"> • Commitment to equalities and a respect for diversity • “Can Do” approach • Team working and co-operation