

Ercall Wood Academy Job Description

TITLE:	Subject Leader of Art
RESPONSIBLE TO:	Assistant Principal
SALARY RANGE:	MPS/UPS + TLR 2b
PURPOSE:	In addition to the Conditions of Employment as laid down in the School Teachers' Pay and Conditions Document the post holder will lead the Art Department, ensuring that teaching and learning in Art is of a consistently high quality, resulting in high levels of attainment and progress for students at all stages. The post holder will provide the staff they lead with clear direction and support, resulting in a high performing team.

KEY TASKS AND RESPONSIBILITIES:

The Subject Leader of Art will:

- Formulate a self-evaluation framework and implement a Department Development Plan based on rigorous reviews of subject performance data that will support the Academy Development Plan and secure student outcomes.
- In the Autumn term, to prepare an analysis and report for the Assistant Principal and Principal on the year's public examination results, target-setting outcomes and proposed future targets.
- Analyse data, ensuring effective progressive plans are in place for individuals and groups of students.
- To be a collaborative, strategic and supportive member of the Middle Leadership team of the Academy, playing an important role in the progress of the Academy.
- Establish a clear, shared vision across the Art department that engages students and enables them to aspire to achieve their stretching goals.
- Establish clear expectations and positive, healthy working relationships amongst staff involved with the subject, encouraging collaboration, team working and mutual support and respect; devolving responsibilities and delegating tasks as appropriate.
- Performance manage staff as required to develop personal and professional effectiveness, recognising high performance and tackling inadequate performance, ensuring staff have access to appropriate support, learning and development opportunities.
- Lead the development of appropriate syllabuses, resources, schemes of work, marking, assessment and teaching strategies within Art – to include Fine Art and Photography.
- Ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum that has high expectations of achievement for all students.
- Lead development of the subject and its delivery, reviewing it regularly in line with both Academy and national policies.
- Lead, manage and develop teachers in the team to drive improvements in the quality of provision and student outcomes.
- Model high professional standards in all aspects of Ercall Wood Academy life and lead by example.
- Set the standard for consistently high expectations in the classroom.
- Monitor the quality of teaching based on evidence, self-evaluation and development, ensuring a consistent and continuous focus on achievement and aspiration.
- Ensure the implementation of the department marking, feedback and assessment strategy, making sure all students have timely and appropriate feedback and targets so that they make at least good progress, and the majority are successfully challenged to make outstanding progress.
- Devise and implement appropriate interventions for students, both within lessons and in additional sessions, to ensure all students make good progress.
- Manage the departmental budget and development of resources.
- Ensure that the department is regularly updated with any developments in the relevant subject area and in teaching practice and pedagogy.
- Maintain an organised and effective learning environment in the classroom and shared areas.
- Ensure the consistent implementation of Academy policies and procedures throughout the subject area.

Other Duties

To organise and encourage an extra-curricular provision linked to the curriculum.

To carry out a share of supervisory duties in accordance with published rotas.

To participate in the Academy performance management arrangements as appropriate.

To adhere to published Academy policies and procedures.

Attend regular meetings with your line manager.

To undertake such other duties, training and/or hours of work as may well be required by the Principal within a reasonable workload and which are consistent with the role of Subject Leader of Art.

This job role sits alongside the requirement for staff to abide by all Academy policies and relevant national and local requirements including terms and conditions and national standards. This job profile is not exhaustive and the post holder may be required to undertake other duties as necessary and appropriate.