SAMUEL WARD

Job Profile	**Part A: Job Description**

Job Title: **Key Stage 3-5 Subject Lead Teacher**
Job Ref: SL01

Grade/Salary Scale: MPS / UPS / TLR 2b

Team: Faculty Team

Accountabilities

Reports to: Achievement Director
Responsible for: Learning Tutors at KS4

Link Governor (if applicable): TBD
Team Performance Indicators: TBD /
See Team Review and Development Targets / Plan

Professional Development Framework, Related Strand(s):

[X]   Leadership Professional Development Strand
[X]   Teaching for Learning Professional Development Strand
[X]   Coaching for Learning Professional Development Strand
[ ]   Higher Level Teaching Assistant (TDA Professional Standards)
[ ]   Teaching Assistant (TDA National Occupational Standards)

(as applicable, to be attached to job description)

School Mission Statement:

All members of staff are responsible personally and collectively for supporting students in becoming confident individuals, successful learners and responsible citizens, through:
- Modelling the Core Values at all times;
- Nurturing students' passions and interests and stimulating their intellectual curiosity;
- Continuously raising students' aspirations and self esteem;
- Intentionally developing Student Leadership Skills;
- Contributing to the wider range of opportunities offered by and for the school community;
- Actively supporting and promoting student voice;
- Assuming responsibility (as required) as an Account Manager for the learning progress of a specific group of individual students;
- Ensuring high outcomes (at least 2 levels of progress each key stage)

Job Purpose:

As expert practitioners, act as the professional lead for their subject discipline inspiring teachers and students to have a passion for their subject, continuously improving classroom practice and achieving excellent student outcomes.

They will monitor and evaluate the quality of teaching and student progress in their subject.

Critical Responsibilities

- Ensuring subject teachers are abreast of latest research and national developments relating to their subject
- Ensure subject schemes of work and teacher delivery contribute to the school Curriculum Map and connect with the Core Values and Student Leadership Award
- Monitoring the quality of teaching and learning through regular classroom observations
- Support subject team in the maintenance of effective learning behaviours
- Working with the Achievement Director to identify areas of student and staff need for development and planning intervention
- Ensure quality of teaching and learning is good or better by identifying and sharing best practice and implementing coaching and intervention strategies
- Ensure all students engage and make progress by leading planning and pedagogy for differentiation and follow through within the classroom, groupings and best use of teaching staff
- Procurement and effective use of resources for learning and links to latest technologies for learning to ensure best VFM
- Manage the development and use of subject linked learning tutors to promote best practice and effective progress for all students
- Engage with the wider community by contributing to the wider range of opportunities offered by and for the school community
- Ensure that all students in the subject area achieve at least FFTD* predictions
- Challenge students and support staff by ensuring that revision classes operate as directed and behaviour strategies are followed consistently by the department in line with the Academy's procedures
- Identify, track and respond to data in relation to outcomes, to ensure that the highest outcomes possible are achieved

Specific responsibilities:

_____

Monitoring:	As specified by the Principal and in accordance with School Calendar and Evaluation Schedule
Meeting Attendance:	As directed
Key Performance Indicators:	TBD

_____

Qualifications:
- First degree in area relevant to subject teaching or evidence of relevant level of subject knowledge
- Teaching Qualification
- English and Mathematics at G.C.S.E./'O' Level or equivalent and/or sound Literacy and Numeracy skills (ITT accreditation test level)
- ICT QTS accreditation test level or European Computer Driving License (ECDL)

Experience & Knowledge:
- High levels of subject knowledge and knowledge of statutory requirements relating to their subject
- Evidence of positive impact on student outcomes
- Evidence of successful leadership of a project or initiative
- Evidence of effective team working

Key Skills & Attributes:

Essential
- Positive disposition to implementing the Schools' educational vision

Generic
- Able to develop genuine, empathetic relationships with young people
- High personal standards in terms of attendance, punctuality and meeting deadlines
- High level of personal organisation skills
- Good communication skills, both written and spoken
- Solution focused disposition and a positive attitude particularly to challenge and change
- Understanding of and commitment to Equal Opportunities issues and principles and the need to apply an equal standard of care to all students
- Positive disposition towards inclusion of all students including those with learning difficulties in mainstream learning and education
- Able to work as part of a broader inclusion and student support system
- Ability to work as a team player and supportive of team working
- Ability and willingness to develop own understanding and capability through advice and training
- Ability to work without constant supervision, to provide assistance as and when required, to seek tasks when unoccupied and think clearly and calmly in an emergency
- Understanding of the principles of accountability and quality assurance to achieve best possible student outcomes

Leadership
- Ability to promote and ensure the school/academy vision is understood and acted upon by individuals in their team
- Understanding of the management of change processes
- Ability to maintain a consistent and continuous focus on student achievement
- Ability to delegate appropriately and hold others accountable while at the same time accepting accountability for their team and student outcomes

Samuel Ward has developed a framework for supporting effective practice which will be used to support staff professional development and this job description is subject to change at the discretion of the Academy

Date Job Profile Generated:
Date of Job Profile Review: