



AMERSHAM SCHOOL

A Business and Enterprise College

Learning Leader Job Description

Main Purpose

- To professionally promote and work within the school's ethos to Live, Learn and Succeed Together
- To be accountable for and to provide professional leadership and management of the Department in order to secure:
 - Quality first teaching
 - Outstanding impact of learning and achievement for all students
 - A learning environment with Outstanding Behaviour for Learning
 - A department vision which is in line with the school's Vision
 - Efficient and effective use of resources and deployment of staff
- To be accountable for monitoring the impact of all intervention and hold staff to account for student outcomes
- To demonstrate continued reflective practice, modelling outstanding teaching in your classroom and as a form tutor
- To undertake additional negotiated responsibilities as may be reasonably delegated by the Headteacher.

Line Management

- You report to the Extended Senior Leadership Team and the Senior Leadership Team.
- You will line manage your teaching staff, and technicians where relevant.

Quality First Teaching

- Create a culture where all teachers reflect upon their practice and embrace continued development
- Review the quality of teaching to identify the most appropriate personal actions for each teacher
- Evaluate the quality of teaching of each member of the team, triangulated against the quality of feedback and reported outcomes of their students
- Ensure all schemes of work are regularly planned and reviewed to better enable all students and groups of students to make better progress
- Ensure all members of your team have a clear understanding of what Outstanding Teaching and Learning looks like in the subject
- Ensure that teaching across the department is planned to provide appropriate challenge for all groups of students, for example those who receive Pupil Premium funding, those with Special Educational Needs, and those who feature in specific school target groups
- Ensure Literacy and Numeracy skills are taught explicitly within the subject
- Orchestrate the opportunity for staff to work alongside the SENCO and head of Literacy to differentiate work appropriately for all students

Outstanding standards of learning and achievement for all students

- Evaluate the quality of student outcomes and set challenging targets for improvement
- Analyse this data to identify trends, deploy strategies and review the impact of these on student outcomes
- Follow the school procedures for assessing, recording and reporting on student progress
- Hold staff accountable for the analysis and subsequent target setting for all students in order to ensure better progress
- Use internal and national data to inform planning for progress

Learning environment with outstanding Behaviour for Learning

- Foster the value placed on positive relationships between staff and students
- Create an environment where high expectations of students and staff are consistently conveyed and adhered to
- Monitor the consistency of staff implementation of this
- Ensure the consistent implementation of the school's Behaviour for Learning Policy across the department

Department vision which is in line with the school's Vision

- Within the context of the school's aims and policies, develop and implement subject policies, plans, targets and practices which embody the department vision
- Devise and regularly review a Department Improvement Plan that leads to continued growth in the subject
- Ensure curriculum planning is appropriate for the different cohorts of students in the school across all key stages
- Ensure challenge exists for all students across the subject
- Create a shared value, embedding skill based learning and the resilient mindset required for success
- Plan and implement opportunities for social, moral, spiritual and cultural aspects of learning in your subject

Efficient and effective use of resources and deployment of staff

Resources

- Appropriately deploy department budget to ensure maximum progress for all students
- Ensure resources are used appropriately to avoid additional costs
- Investigate potential opportunities to expand resources and opportunities provided for students
- Value and develop the physical learning environment to reflect high standards for all
- Ensure that there is a safe working and learning environment in which risks are properly assessed and managed in line with the school's Health and Safety Procedures

Staff

- Strategically plan the most appropriate deployment of staff, within the constraints of the timetable, to better enable progress for all
- Lead the professional development of staff
- Identify leadership pathways for all staff through short term, medium term and long term development
- Rigorously appraise staff in line with the school's Performance Management Policy to ensure the development and effectiveness of the appraisee
- Ensure trainee and newly qualified teachers are appropriately trained, monitored and assessed in relation to relevant standards

Amersham School has adopted the 'National Standards for Subject Leaders' (TTA, 1999) to form the basis of the job description for Subject Leaders.

This list and the TTA document are not intended to be definitive descriptions and it is expected that each subject area will identify tasks and responsibilities specific to the management of that area.

The TTA document should act as a point of reference for all members of the department.

Amersham School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and to uphold the school's Child Protection Policy and Procedures.