

**Job Description**

**Subject Leader**

**Job Title: Subject leader: Visual Arts and Design Technology –** (Art, Photography, Textiles, Catering, Professional Cookery and Construction)

**Main Job Purpose:** Leading on the development and embedding of the Wellington Academy learning culture and pedagogy, in Visual Arts and Design Technology, to ensure outstanding outcomes for all learners. Leading on the Visual Arts and Design Technology curriculum provision and design. Monitor and account for the progress of all learners across your department.

**Accountable to:** Deputy Head of Academy

**Responsible for:** Teachers

**Policy/strategic direction and development**

* Manage the Visual Arts and Design Technology curriculum and teaching and learning provision and practice
* Support the Deputy Head of Academy in embedding the whole Academy learning culture and pedagogy with a focus in Visual Arts and Design and Technology
* Lead on and contribute – with Deputy Head of Academy, to aspirational and inspirational curriculum design across the Visual Arts and Design Technology department and the whole Academy
* Embed, manage, monitor and account for assessment, marking, feedback and aspiration setting culture, in Visual Arts and Design Technology, which embodies the Academy’s vision of limitless aspiration and within the Visual Arts and Design Technology departments
* Align, prepare, monitor and update annual Visual Arts and Design Technology curriculum development plans
* Co-lead in ensuring that Academy vision, values and strategies are embedded in schemes of learning, curriculum plans and the daily practice in the Visual Arts and Design Technology departments
* Take a lead role in developing links within the Academy and outside the academy to enhance academy improvement and student attainment
* Conduct timely SWOT analyses and other appropriate reviews of Visual Arts and Design Technology and plan for outstanding development and improvement

**Leadership and management of others**

* Lead and manage teachers within the Visual Arts and Design Technology department
* Promote a TWA learning and aspiration culture
* Work with other leaders within the faculty to ensure outstanding learning and teaching practice
* Lead on leadership coaching, training and development of teachers within the Visual Arts and Design and Technology department
* Lead and manage Visual Arts and Design Technology departments; contribute to recruiting, inducting, developing, deploying, motivating and appraising other teachers to ensure that they have clear expectations of their roles, and that high performance standards are achieved and maintained
* Conduct processes and systems for quality assurance within your department
* Develop positive working relationships with staff
* Ensure involvement, commitment and effective communication of information and discussion of ideas among staff and holding regular minuted meetings
* Support in regular department meetings
* Report to senior colleagues and SLT at progress and achievement review meetings
* Hold others to account and work swiftly to address underperformance in your department

**Teaching and Learning**

* Promote and role model excellence in teaching and learning, to ensure all students make outstanding progress in Visual Arts and Design Technology, achieve success and have limitless aspiration and opportunity
* Ensure that good and outstanding practice is shared throughout your department
* Ensure that schemes of learning are used, reviewed and modified to enable the maintenance and development of high standards of teaching and learning
* Ensure the delivery and development of the curriculum is effective in meeting the needs of all students
* Keep up-to-date with developments within education as it relates to your department and to the teaching practice
* Support the Behaviour for Learning Policy and ensure appropriate praise and reward is in place for achieving students and groups of students
* Contribute to the broader life of the academy by supporting and leading curricula and extra-curricular events

**Monitoring, evaluation and assessment**

* Monitor student progress through the use of performance and benchmarked data to ensure that high standards of learning are achieved and maintained for all students, and student groups
* Ensure appropriate interventions are in place for poor progress and underachieving students and student groups, monitoring the effectiveness of individual plans put in place
* Set and moderate assessments
* Undertake focused, learning walks and other forms of work scrutiny
* Monitor and evaluate the impact of Academy policies, e.g. homework / SMSC
* Monitor the quality of students work, staff marking and feedback practice
* Lead on the arrangements and entries for external examinations
* Ensure that students are entered for the appropriate qualifications and tier of qualification

**Training and development of self and others**

* Set personal targets and take responsibility for your own continuous professional development
* Assist and develop teams and individual staff in your department to enhance performance (induction, coaching and mentoring) and share good practice
* Be proactive in identifying training needs within your department ensuring that they are appropriately met, and that other staff members are active in their own personal and CPD
* Lead on department CPD priorities and aims in line with Academy and department priorities and aims
* Assess strengths and areas for development within your department and develop training and development in consultation with the Deputy Head of Academy

**Management of resources**

* Manage the department budget, to ensure the efficient and effective use of all resources
* Identify future resourcing needs and aspirations for the department within the framework of the Academy budget planning process
* Ensure that all resources are fit for purpose and used in accordance with health and safety guidelines
* Ensure the physical environment has a strong learning focus and celebrates success

**Pastoral**

* Highly visible leadership on a daily basis
* Prepare your curriculum department for highly effective parent evenings and positively engage with parents and carers
* Prepare termly rewards/nominations
* Support academy events e.g. Option Evening, Showcase events and festivals
* Be a House tutor and actively contribute to the tutor time, assembly and mentoring programmes

**General requirements**

All academy staff are expected to:

* Work towards and support the Academy vision and the current Academy objectives outlined in the Academy Development Plan
* Contribute to the Academy’s programme of extra-curricular activities
* Support and contribute to the Academy’s responsibility for safeguarding students
* Work within the Academy’s health and safety policy to ensure a safe working environment for staff, students and visitors
* Work within the Academy’s Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective
* Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relationships with students, parents and colleagues
* Engage actively in the performance review process
* Adhere to policies as set out in the Governing Body Regulations and staff handbook
* Undertake other reasonable duties related to the job purpose required from time to time

This job description should be seen as enabling rather than restrictive and will be subject to regular review.

All Academy staff are expected to uphold the Staff Charter.

Signed: …………………………………….………………. Date: ……………………………………

Job Holder

Print Name: ……………………………………………….