

Job Description – Director of Learning Leigh Academy Blackheath

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| Reports to: | Senior Leadership Team |
| Salary: | LAT Leadership Scale |
| Basis: | Permanent, full-time |
| Purpose of role: | To lead and manage the relevant curriculum team(s) |

Key Responsibilities and Outcomes

- Leadership and management of all aspects of the relevant curriculum team
- Implementation of the curriculum for relevant subjects and related projects
- Achievement of consistently outstanding teaching, learning and assessment across the relevant curriculum teams
- Achievement of outstanding student progress and attainment across all relevant curriculum subjects
- Maintain a current working knowledge and understanding of educational policy and curriculum development related to relevant subjects

Whole Academy Activities

- Lead and support all core Academy related activities
- Ensure employer and community engagement extends learning appropriately
- Uphold the academy values and actively deliver our vision through all aspects of your work

Leadership and Management

- Performance Management - write relevant curriculum area development plans, set the quality of teaching and academic targets and embed a meaningful monitoring and review process
- Participate in recruitment and selection activities
- Assist in the professional development of teachers
- Supervise and support beginning teachers and NQTs
- Develop strong employer partnerships
- Manage the department budget to ensure value for money and high quality impact on teaching, learning and attainment
- Maintain regular and productive communication with all stakeholders
- Create a positive and productive environment where morale is high
- Creation of curriculum/ schemes of work / systems and processes

Teaching, Learning and Assessment

- Develop all relevant curriculum teachers to ensure the quality of teaching is consistently high
- Direct and supervise the work of associated LSAs to ensure value for money and a highly effective provision is achieved
- Direct and supervise support staff assigned to lessons to ensure the support provided to individuals and groups has a significant impact on academic and technical progress
- Monitor and assess the quality of teaching, learning and assessment
- Ensure all relevant curriculum teachers actively use digital technology and innovative teaching to deliver the curriculum and support high quality learning and achievement
- Promote the development of all students to be powerful digital citizens of the future

Curriculum and Assessment

- Develop and implement syllabi and schemes of work for all Key Stages that inspire, challenge and enable students to achieve high end grades
- Set regular, meaningful and measurable assessments for students and recognise success
- Maintain accurate student data that can be used to make teaching more effective

- Produce and contribute to oral and written assessments, reports and references relating to individuals and groups of students

Duties and Expectations of all Teachers

- Teach, to a consistently high standard, all years, abilities and qualifications
- Take an active role in the pastoral care of all students, including being a form tutor
- Play an active role in ensuring a consistently orderly, calm and stimulating environment, both in and out of the classroom based on best workplace practices
- Promote a positive culture of learning across the academy including effective implementation of the academy rewards policy
- Play a central role in the relevant curriculum team, including contributing to projects, tutoring and trips
- Make a vital contribution to the efficient running of the relevant curriculum area, including setting and marking examinations, assisting in moderation of coursework and undertaking administrative and other tasks
- Enhance the quality of teaching, learning and assessment in the relevant curriculum area and wider Academy through sharing resources and good practice, lesson observation, collaborative teaching, instructional coaching and active participation in CPD

Other

- Undertake, and when required, deliver or be part of the performance management system and relevant training and professional development
- Undertake other various responsibilities as directed by the line manager
- Implement consistent Health & Safety procedures in line with current regulations and write/review risk assessments for the department

Notes: The above duties are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the Principal. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.

Person Specification - Director of Learning

Qualification Criteria

- Qualified to degree level or higher
- Qualified to teach and work in the UK

Experience

- Evidence of teaching at an outstanding level
- Experience of raising attainment
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and project-based learning activities
- Experience of and/or affinity for teaching children of all abilities

Behaviours

- Effective team member and leader who demonstrates resilience, motivation and commitment to driving up standards of achievement
- Genuine passion for and belief in the potential of every student
- Models, mentors and monitors workplace behaviour

Leading the Curriculum

- Commitment to building a knowledge-rich and technical skill-rich project-based curriculum with industry partners
- Ability to lead on assessment, evaluation and development of student portfolios
- Able to set and deliver high expectations for accountability and consistency
- Passionate about teaching English in a dynamic and inspirational manner

Leading the Learning

- Excellent classroom practitioner and mentor
- Ability to embed a culture of learning amongst staff and students that creates an ambitious, purposeful and highly motivating environment
- Committed to seeing all students progress to university, work or apprenticeship

Teaching and Learning

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice
- Thinks strategically about classroom practice and tailoring lessons to students' needs
- Ability to use ICT effectively and at a high level in teaching, recording and reporting
- Understands and interprets complex student data to drive lesson planning and student attainment
- Good communication, planning and organisation skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice