

JOB DESCRIPTION

Version 3 – September 2019

JOB TITLE – Director of Learning and Standards – Geography (Head of Department)	
JOB GRADE	MPS / UPS plus TLR
REPORTING TO	Assistant Principal
JOB PURPOSE	
<ul style="list-style-type: none"> To embody the values, vision and ethos of the RSA Central Academies Trust and assist the Principal in delivering policy which will ensure high quality and successful outcomes To support the monitoring, evaluation and continuous review of the quality and effectiveness within the Academy To support the collaborative work with the Trust, the Academy as well as within the local community To ensure high quality teaching and excellent learning outcomes within the Geography curriculum area and create a climate where students achieve their potential Ensure all students within Geography achieve their full potential and targets To inspire staff and students who study in this Curriculum Area with a love for this subject, leading them to explore it and value it for their whole life 	
MAIN DUTIES	
<ul style="list-style-type: none"> To develop and implement policies and practices which reflect the academy's commitment to high achievement through effective teaching and learning Lead and implement an effective and appropriate curriculum for our students at all key stages that will enable them to achieve their best and meet national requirements To have an enthusiasm for the subject which motivates and supports other subject staff and encourages a shared understanding of the contribution the subject can make to all aspects of students' lives To display a developing and professional knowledge base together with the ability to identify the key implications for subject development To use relevant academy, local and national data to inform targets for development and further improvement for individuals and groups of students To establish clear targets for achievement in the subject and evaluate progress through the use of appropriate assessments and records and regular analysis of this data To involve all departmental colleagues in the creation and execution of the yearly faculty SEF and Improvement Plan. This will identify clear targets, times-scales and success criteria and contribute to the whole academy SEF and Academy Improvement Plan 	
TEACHING AND LEARNING DUTIES	
<ul style="list-style-type: none"> To produce differentiated lesson plans to support the delivery of stimulating and existing lessons that will motivate and enthuse students To use a variety of teaching and learning strategies to ensure that all learning styles (visual, auditory, kinaesthetic) are catered for To provide students with regular assessment opportunities, use assessment for learning and provide them with quality feedback To provide pastoral care, appropriate to the needs of each student and to maintain high standards in accordance with overall Academy policies To encourage students to develop positive attitudes to each other, members of staff, their families, the Academy and their environment To monitor the academic and social development of students and maintain an efficient record system To participate in appropriate meetings with colleagues and parents To participate in Performance Management arrangements To show care and concern for all students, members of staff and the Academy environment 	

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- To contribute to the wider aspects of Academy life, including liaison with parents and external agencies and to provide support for Academy policy within the community
- To review annually the preceding year's work and agree targets, aims and objectives
- Maintain awareness and knowledge of contemporary trends, developments, theory and methods in the transformation of teaching and provide suitable leadership and interpretation to Governors, Leaders, Managers and staff within the Academy
- To carry out any other reasonable duties as directed by the Principal

DIRECTOR OF LEARNING AND STANDARDS DUTIES

- Plan and monitor Schemes of Learning for Geography
- Establish a subject development plan, target setting and review, ensuring that all students have appropriate and aspirational target grades for Geography
- To ensure that all students meet or exceed their target grades
- Lead and support all Geography teachers, assisting in their professional development and supervising beginner teachers and NQTs
- Monitor, evaluate and review the performance of staff teaching Geography, addressing underperformance and other areas of concern in a timely and appropriate manner
- Ensure that Geography staff teach engaging and effective lessons that motivate, inspire and improve student attainment
- To develop expertise within the team in supporting SEN students
- Establish monitoring and evaluation of student progress with regular, measurable and significant assessments for students
- To review feedback on academic attainment and attendance of students and ensure effective interventions are put in place and impact monitored
- To develop, lead and monitor an improvement plan with evidence of all areas to be addressed
- To maintain and moderate accurate student data that can be used to make teaching and learning more effective and narrow/eliminate gaps for discrete groups
- To develop strong partnerships and ensure regular and productive communication with organisations, parents and other schools
- To manage departmental budget and resources effectively and efficiently