



The de Ferrers Trust



Post Title	Subject Leader
<b>Key Responsibilities</b>	<ul style="list-style-type: none"> <li>• To be an outstanding practitioner in specified subject area</li> <li>• To raise standards of progress and attainment in specified subject area so that all pupils make expected levels of progress</li> <li>• Effectively support the Director of Learning to lead and manage teaching, learning, and assessment across your subject area</li> </ul>
<b>Reporting to</b>	Director of Learning
<b>Operational Responsibilities</b>	<ul style="list-style-type: none"> <li>• To provide a supportive, professional ethos, leading by example</li> <li>• To develop and articulate the vision and ambition for your subject area across the Academy</li> <li>• To support the Director of Learning to improve standards of attainment and progress across the department</li> <li>• To raise standards and be accountable for improved pupil outcomes across your subject area</li> <li>• To plan, monitor and refine departmental action plans which secure continual improvement in your subject area</li> <li>• To support the Director of Learning in the line management process of staff in your subject area by monitoring their performance as required</li> <li>• To work with the Director of Learning to establish clear targets for pupil outcomes, and evaluate/analyse data from each cycle</li> <li>• To provide appropriate intervention for pupils, including study support to help them achieve targets</li> <li>• To challenge underperformance at all levels, holding staff and pupils to account when performance does not meet expectation, taking appropriate actions and following up</li> <li>• To monitor and enforce the Academy Behaviour Policy to promote positive attitudes to learning</li> <li>• To assist the Director of Learning in ensuring that Schemes for Learning are kept up to date and fit for purpose</li> <li>• To monitor, evaluate, and review the quality of teaching, learning, and assessment in line with Academy expectations</li> <li>• To develop support across the department including coaching and modelling to assist staff in continually improving their practice</li> <li>• To lead on the development of CPD within your subject area, contributing positively to improving the quality of teaching and learning</li> <li>• To keep the Director of Learning well informed of key developments in your subject area and reporting of data</li> <li>• To assist the Director of Learning in planning for all external examinations</li> <li>• To assist the Director of Learning in managing and planning the departmental budget and resources</li> <li>• To support the day to day running of the department in line with Academy systems and processes</li> <li>• To undertake other reasonable responsibilities delegated to the post-holder by the Principal or senior staff</li> </ul>