

**Beckfoot Thornton Job Description**

**Head of Music (TLR 2C)**

**Reporting to Assistant Headteacher**

**Beckfoot Thornton - Core Purpose**

Beckfoot Thornton inspires its students to achieve the best that they can. We are ambitious, caring, proud and passionate in all that we do.

**Beckfoot Thornton - Strategic Priorities to become outstanding**

Our aim is to establish a school that creates a ‘remarkable learning environment’ and outcomes for learners that places the school within the top 20% of similar schools through:

* Our day to day teaching being good or better, engaging and challenging students to equip them for their next stage in learning.
* The feedback we give to students being accurate and informing their next steps.
* Schemes of work that teach, test and improve the skills and knowledge our students need.
* All our students, regardless of circumstances, achieving and aspiring to achieve.
* Having a clear Positive Learning Strategy that is consistently used to reward students and support the achievement of all.
* Providing a high quality appraisal system that effectively informs CPD for all staff, including leadership development.
* Providing strong and purposeful tutoring, assemblies, enrichment and student leadership programmes that improve student aspiration, ambition and confidence.
* Working with our students to build resilience and perseverance.

**Leadership Expectations**

* To adopt an outstanding leadership approach in accordance with the Trust Leadership’s Standards through self-reflection and peer support.
* To develop and support Music teachers to raise pupil attainment through outstanding leadership.
* To display a professional and expert knowledge of Music with the ability to identify the key implications for subject development with timely interventions and improvement plans.
* To track pupil progress across the key stages identifying and supporting students in ensuring good, or better, progress is made.
* To support and offer advice to Music staff providing expert subject knowledge and developing a positive climate for peer support and learning.
* To work with the teaching Lead Practitioners to develop teaching that inspires our students and secures appropriate outcomes.
* To hold team meetings and produce termly action plans and guidance documents – with involvement from key stage teachers and share best practice across other departments / key stages.

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| **Outcome Measures for 2018**  34% in the basics, (9-5) A8 = 54.4 |

**Core Purpose of the Post**

To be responsible for Music as a subject; with specific responsibility for curriculum development, pupil attainment and line management of the Music Department.

**Outcome Measures**

* Outstanding Leadership Self-reflection assessment against Trust Leadership Standards.
* 2018 Music results meet or exceed targets.
* Teacher assessment is accurate; final overall results are within 5% of preceding data drop

**Responsibilities**

1. **Strategic Development of Department**

* Establish a clear and accurate picture of provision recorded in the SEF.
* Develop and implement a Department Improvement Plan and everyday practices for the Department to raise attainment and create a positive climate for learning.
* Monitor the progress made in implementing development plans and achieving targets, using this to inform future planning and development and undertake reviews of the Department's work and progress.

1. **Progression and Student Attainment**

* Raise standards in subject in line with the school’s targets.
* Ensure accuracy and consistency of tracking data across all key stages and in measuring the progress of individuals providing regular updates and informed intervention strategies.
* Prepare and analyze performance data and identify key students for intervention.
* Ensure that reliable assessment is central to the learning process and information from this leads to intervention with timely and clear action plans for improvement.
* Quality assure all students work, teacher marking and assessment including peer reflection to provide intervention strategies where needed.

1. **Curriculum**

* In conjunction with SLT links for curriculum, develop a curriculum that delivers high levels of engagement and progress.
* Ensure schemes of work match curricular and exam board specifications as appropriate to all key stages; whilst being engaging and motivating for students.
* Provide course materials for teacher absence to ensure consistency of delivery for supply / cover staff.
* Enable equality of opportunity for all across the key stages ensuring the subject is presented in a way that meets the needs of all abilities, including those with additional needs and cultural differences.
* Develop and, where appropriate, organise curricular and educational enhancement activities including identifying and running intervention classes e.g. period 6.

1. **Teaching and Learning**

* Set and promote an ethos of high expectations and rigour throughout all teaching and learning in the Department.
* Lead improvements in teaching across all the key stages through monitoring/evaluation, promoting improvement strategies and planning and leading training
* Facilitate an ethos which encourages Department staff to work collaboratively, share knowledge and understanding, celebrate achievements and accept responsibility for outcomes.
* Ensure challenge and modeling is successfully embedded across the Department.

1. **Outstanding Teacher**

* Be an outstanding teacher of subject; undertake the full range of duties and responsibilities as required by the Headteacher as set out in The School Teachers Pay and Conditions of Service.

**General**

* Ensure confidentiality of the school’s activities is maintained in order to protect the integrity of the school and its people.
* Always adhere to the school’s Equality and Diversity, Safeguarding and Health and Safety Policies.

This job profile is not a definitive list of responsibilities but identifies the key components of the role. The post holder will, therefore, be required to undertake other reasonable duties commensurate with the purpose and salary level of this post.



**Head of Music (TLR1C)**

**Person Specification**

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| **Criteria** | **Essential** | **Desirable** |
| **Experience** | | |
| Successful teaching experience of across all age and ability ranges including KS3 & KS4 with a good understanding of music pedagogy key stages |  |  |
| Proven track record of at least good teaching in subject area |  |  |
| Leading professional development in a Music Department |  |  |
| Consistency of outstanding teaching. |  |  |
| **Qualifications** | | |
| Degree or equivalent in a relevant subject |  |  |
| Qualified Teacher Status |  |  |
| Masters degree in relevant subject or further educational studies |  |  |
| Evidence of continuous professional development in a relevant subject |  |  |
| **Specialist Knowledge** | | |
| Good understanding of Music secondary curriculum, key stages 3 and 4 |  |  |
| Good understanding of music pedagogy |  |  |
| Ability to teach Music at Key Stages 3 and 4 |  |  |
| Good understanding of school improvement / Ofsted inspections |  |  |
| Up to date knowledge of the relationship of the teaching and learning of Music to  the curriculum as a whole |  |  |
| Up to date knowledge of examination specifications and use of that knowledge to drive  school based assessments and prepare for examinations. |  |  |
| Ability to develop and improve teaching, learning and achievement for all |  |  |
| **Leadership Skills** | | |
| Ability to support staff to develop teaching so that it is at least good or better. |  |  |
| Ability to develop and drive intervention strategies which can deliver rapid improvement |  |  |
| Ability to accurately use data to analyse examination results and current progress,  and identify strategies for improvement |  |  |
| Ability to apply specialist knowledge and skills of exam board marking; and  marking criteria to support attainment in the faculty |  |  |
| Ability to develop and improve teaching and learning within the department  and across the faculty |  |  |
| Ability to develop and deliver CPD in the subject |  |  |
| **Specialist Skills** | | |
| Ability to demonstrate high quality teaching in the subject. |  |  |
| To be an outstanding classroom practitioner in the subject with a clear direction and vision  for teaching and promoting the subject across the curriculum. |  |  |
| Ability to build and maintain outstanding relationships with students and staff which promote excellent behaviour and attainment across the school.  promote excellent behaviour and attainment across the school |  |  |
| Ability to work flexibly and meet tight deadlines |  |  |
| Excellent communication and interpersonal skills |  |  |
| **Other** | | |
| Have an acceptance of, and a commitment to, the Trust’s policies in relation to  equality and safeguarding and promoting the welfare of children. |  |  |
| Able to speak in fluent English (in accordance with The Immigration Act October  2016). |  |  |
| Be prepared for the occasional travel to other Beckfoot Trust schools and hold business travel insurance. |  |  |