



JOB DESCRIPTION

(in addition to that for a Subject Teacher)

SUBJECT LEADER

Job Purpose

- to be a role model to all staff demonstrating positive leadership behaviours, confidentiality and discretion
- to be a line manager who is approachable and who develops others by supporting and challenging them to be the best they can be
- to develop a vision and to set a direction for your subject/area of responsibility and its contribution to the learning experience of all pupils
- to build a subject team that delivers high quality teaching and learning and that collectively raises standards including levels of engagement, aspiration and attainment
- to ensure that Academy policies are fully developed, communicated, implemented, monitored and evaluated

Responsibilities

- to set high expectations for standards of teaching and learning and to model good practice
- to promote the building and sharing of good practice and successful innovation across your team
- to ensure the consistent application of teaching and learning strategies that meet the needs of all learners
- to ensure the ongoing development and evaluation of appropriate specifications and schemes of work and that these are followed by all teachers
- to monitor and evaluate standards of teaching and learning through classroom observation, sampling pupils' work and student feedback
- to oversee effective assessment, recording and reporting of pupil progress
- to monitor and evaluate standards of attainment through the collection, analysis and reporting of performance data
- to contribute to regular school and team self-evaluation
- to ensure the efficient and effective selection and deployment of staff and resources
- to create a stimulating learning environment across your subject area that promotes its identity and its contribution to the whole Academy curriculum
- to create, implement and regularly update your subject development plan
- to develop effective departmental policies, communicate them through a departmental handbook and ensure they are consistently implemented
- to keep abreast of national developments in your subject area and apply them where relevant
- to carry out any other relevant tasks and duties as may be occasionally be required



Links

- to report to your SLT line manager and contribute actively to a relevant and coherent learning experience for pupils across the whole curriculum area
- to build and maintain an effective team of teachers and support staff
- to hold regular team meetings for briefing, consultation, sharing of good practice and training
- to provide subject information and an additional link with parents and others in relation to work in your area
- to support and supervise all the members of your subject team and ensure their ongoing professional development via effective training and performance management
- to support and supervise support staff based wholly or mainly in your area
- to ensure effective induction for new staff and support for trainees

The job description is not necessarily a comprehensive definition of the post. It will be reviewed regularly and may be subject to amendment from time to time after consultation with the post holder and without changing the level of responsibility of the post.

ESE APRIL 2021