London Enterprise Academy – Job Description

**Teacher of Art or DT**

**Closing Date**: 16th November 2018

**Job start**: January 2019 or April 2019

**Interviews: w/c**19th November 2018

**Salary**: TPS inner London (TLR available for experienced candidates)

**The Role**

To take a lead role in the creation of a transformational school community by developing an enriching, exciting KS3 & 4 curriculum, which leads to outstanding progress and attainment in your subject. To teach our students to an exceptional standard, and then to lead the appointment, training and development of future department teachers, and manage the development of the subjects at KS4. To lead a professional community of subject teachers to ensure consistently excellent teaching and high standards across your department.

**Responsibilities**

* Design an engaging and challenging curriculum that enables all students to achieve at the highest level.
* Lead and manage a professional community of subject teachers to ensure the highest student attainment and progress, delivering training, coaching and mentoring to your team of teachers as required.
* To put in place the systems and structures at a department level that lead to 100% good and outstanding teaching within your department (with a focus on outstanding).
* Tracking, monitoring and accountability for the progress and attainment of students.
* To ensure marking and feedback for students work is of the highest standard across your department.
* In time, to establish procedures for inducting and mentoring NQTs, into the department.
* Modelling for all subject staff exemplary practice in terms of managing difficult and challenging behaviour from students, and establishing a culture of high expectations within your department.
* Curriculum setting and assessment across the academy as agreed with Assistant Principal.
* Co-ordination and delivery of department enrichments and interventions.
* If required, deliver high-quality training on teaching and learning to teachers outside your department, focusing on your areas of particular expertise.

**Outcomes and Activities**

*Subject Coordination across the academy*

* Leadership and support of all subject teachers within the academy
* To ensure that systems are in place that enable all lessons in their subject area are good or better
* To promote the work of the two departments including organising exhibitions of pupils work

***Leadership of the Subject Community***

* Assisting in the professional development of teachers including training, coaching and mentoring as may be appropriate
* Developing strong partnerships and ensuring regular and productive communication with parents
* Developing others’ practice to sustain best possible outcomes for students

***Teaching and Learning***

* Establish a department development plan, target-setting procedures and review processes
* Teach outstanding lessons that motivate, inspire and accelerate student progress
* Manage a departmental budget and resources effectively and efficiently
* Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
* Implement and adhere to the academies behaviour management policy, ensuring the health and well-being of pupils is maintained at all times
* Participate in preparing pupils for external examinations
* Maintain regular and productive communication with pupils, parents and carers, to report on progress, sanctions and rewards and all other communications
* Keep abreast of any developments within their subject area

***Curriculum setting and assessment***

* Develop high quality syllabuses and schemes of work for all year groups, in line with National Curriculum and academy requirements, that are inspiring for learners and teachers alike
* Monitor and assess teaching and learning within the subject
* Set regular, measurable and significant assessments for the students
* Establish effective systems for the monitoring and evaluation of student progress
* Maintain accurate pupil data that can be used to inform lesson planning and therefore make teaching more effective
* To produce/contribute to oral and written assessments, reports and references relating to individual and groups of pupils
* To ensure the regular setting and completion of high quality home work

***Academy Culture***

* Support the academies’ values and ethos by contributing to the development and implementation of policies, practices and procedures
* Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships
* Help develop an academy culture and ethos that is utterly committed to achievement
* Support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required
* Vision aligned with LEA’s high aspirations and high expectations of self and others.

***Other***

* Undertake other various responsibilities as directed by your Line Manager or Principal.
* Commitment to extra-curricular activities

# Teacher of Art or DT – Person Specification

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| Person Specification ESSENTIAL  | DESIRABLE  |
| ***Qualifications*** * Qualified to at least degree level
* Qualified to teach in the UK
* Qualified to work in the UK
* QTS or equivalent

***Experience*** * Appropriate experience as a teacher of Art or DT in a secondary school.
* Appropriate leadership and management experience.
* Ability to deliver consistently outstanding lessons to pupils of all ages and abilities.
* Have created high quality lesson plans and schemes of work, and shared these with a team of teachers.
* The ability to communicate well, to work as a member of a team, and to have effective working relationships with students, staff and parents.
* The ability to contribute to the wider work of the school, including our work as tutors and other activities.
* Committed to the personal professional development of self and of others.
* Conducting lesson observations as a tool for improvement.

***Skills*** * A proven ability to create a united, committed and highly effective staff subject team.
* An effective leadership and management style that encourages participation, innovation and develops colleagues’ confidence.
* The ability to lead, coach and motivate staff within a performance management framework, providing professional development and effectively challenging and managing any under-performance, whilst developing the leadership skills of others.
* Excellent interpersonal and listening skills; a high degree of emotional intelligence; and an effective oral and written communicator with children, staff and parents.
* The ability to develop positive relationships with all young people.
* Well-developed planning & organising skills including time management, prioritisation, delegation and administration.
* Ability to plan, monitor, evaluate, review and lead by example.
* Sound judgement and problem solving skills.
* An ability and willingness to teach across more than one subject.
* A proven ability to use data confidently and forensically to inform and diagnose weaknesses that need addressing, and ability to plan effectively in order to raise individuals’ and cohorts’ attainment.

***Motivation*** * Willing to be fully engaged in the whole life of the academy including extra-curricular activities.
* Committed to team work and working collaboratively with colleagues.
* A clear vision of what you want to achieve with this department, which is aligned to LEA’s core vision and values.
* A commitment to the safeguarding and welfare of all pupils.
* Experience of leading successful enrichment and extra-curricular activities, which inspire and motivate learners.

***Attributes*** * A clear passion for your subject.
* The ability to enthuse and inspire others.
* Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction.
* Confidence and self-motivation to work well and be decisive under pressure.
* Genuine belief in the potential of every student.
* Commitment to extracurricular activities
 | * Art or DT graduate
* Further professional qualifications.
* Experience of having worked successfully in at least one outstanding school in an urban, multi-cultural setting, teaching pupils from disadvantaged backgrounds.
* Experience of marking national exams.
* Experience of leading a team of subject teachers to successful results at KS4.
* Experience of leading significant curriculum initiatives that have had a sustained impact at department or whole school level.
* Experience of teaching a second subject
* Have delivered high-quality training to other teachers.
* Skilled mentor and coach.
* Extensive experience of lesson observation.
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**This post is subject to an enhanced DBS disclosure.**

The post holder must be committed to safeguarding the welfare of children.

No job description can be fully comprehensive, and from time to time the successful candidate may have to undertake other professional duties as directed by the Principal. In addition, as a founder member of staff in a start-up academy, candidates should understand their role may well broaden and that all roles will be reviewed annually to ensure the team is working as efficiently as possible.

**November 2018**