



Subject Leader – Art

Responsible to: Leadership Team Line Manager

Subject leaders collectively form an important management group dealing with all aspects of the curriculum, assessment, teaching and learning styles and whole school staff professional development. The main purpose of the role is to raise standards of student attainment and achievement through ensuring high quality planning, preparation and delivery of teaching; in order to promote effective learning. To monitor and be accountable for student progress and development, providing support where necessary. You will be responsible for maintaining the high profile of Art within the school, leading the department in the development of outstanding teaching pedagogy; developing and enhancing the teaching practice of others.

Key Duties & Accountabilities

Operational/Strategic Planning

- To lead the performance management process of future department staff.
- To manage and deploy support staff and future teaching staff effectively.
- To lead the department in using appropriate resources, schemes of work, assessment and teaching strategies within the department.
- To meet regularly with the Principal to discuss quality assurance across the department.
- To manage the financial and physical resources that relate to the learning environment of students.
- To be responsible for the day-to-day management of course provision within the department, including effective deployment of staff and physical resources.
- To implement and adhere to all school policies as directed, and evaluate their impact over time.
- To work with colleagues in formulating strategic aims and objectives which have coherence and relevance to the needs of students and the aims and objectives of the school.

Curriculum Provision/Development

- To be accountable for student progress and development within the department; actively monitoring and following up.
- To liaise with the nominated Assistant Principal in developing and delivering an appropriate, comprehensive and high quality curriculum that secures outstanding progress for all learners.
- To monitor schemes of work at all key stages, to promote outstanding teaching and learning opportunities.
- To keep proactively up-to-date with national developments in the subject relating to examination courses and latest teaching pedagogy – actively monitoring and responding to curriculum developments and initiatives at national, regional and local levels.
- To lead the department in developing outstanding assessment and monitoring systems in order to monitor the progress of all learners.
- To be accountable for the development and delivery of the curriculum.

Quality Assurance

- To ensure the effective operation of quality control systems – implementing, establishing and monitoring common high standards of practice.
- To support robust and challenging performance management procedures and observations.

- To establish the process of structured target setting with teaching colleagues, ensuring their consistent use and evaluation.
- To monitor and evaluate the quality of teaching and learning within the department; measuring its impact on a consistent basis by undertaking rigorous self-evaluation, analysing data, observing teaching episodes, giving feedback and providing support as required.
- To work with future staff to improve their quality of teaching and learning through active self-evaluation, monitoring and review; and effective staff development programmes to include mentoring, coaching and training.
- To monitor an active engagement with student data that informs teaching staff of the progress being made by their students; reflecting carefully planned intervention and tracking.
- To communicate current progress frequently; tracking all students including vulnerable and more able groups, to implement effective intervention.
- To seek modifications and improvements within the department, implementing changes where necessary.
- Celebrating students' successes.

Future Teaching Staff

- To ensure staff development needs are identified and appropriate programmes are designed to meet such needs.
- To develop a culture of positive behaviour management within the department, ensuring present systems are accurately used.
- To follow up issues with student behaviour and ensure positive working relationships exist between teaching staff and students.
- To make appropriate arrangements for teaching staff during absence.
- To promote team work and motivate staff to ensure effective working relations.
- To be responsible for the day-to-day management of specialist and non-specialist staff within the department, being a constant positive role model.
- To lead the department in its use of data in order to set targets succinctly for student progression, and monitor student attainment over time.
- To lead intervention methods aimed at addressing student performance; monitoring and evaluating their impact.

Qualities of the Post Holder

- Able to secure commitment to a clear aim and direction for all Art subjects and show commitment to the aims of the department.
- Ability to act as a 'critical friend' to all future members of the department.
- Ability to work co-operatively within the Art leadership structure, including showing discretion where appropriate.
- Enthusiastic, innovative, supportive of departmental aims and a good team player.
- Able to show enthusiasm for initiatives and commitment to raising standards.
- Able to show integrity and the ability to act with discretion and sensitivity; particularly when dealing with future departmental colleagues.
- To ensure safeguarding is at the heart of all department policy and practice.
- Undertaking tasks of a similar nature within the capacity of the post-holder, as requested, from time to time.

This job description may be varied from time to time according to the changing needs of the school, following consultation with the post-holder. It will, in any case, be reviewed periodically.