

## Job Description: Subject Leader of Art

<b>Reports to:</b>	Assistant Principal
<b>Start date:</b>	January 2025
<b>Location:</b>	Ark Evelyn Grace Academy
<b>Contract:</b>	Permanent
<b>Hours:</b>	08:00am-17:00pm
<b>Salary</b>	Ark Main Teacher PayScale + TLR 2A

This is a fantastic opportunity for an aspiring leader to develop their career with the support of excellent leadership and strong school culture at Ark Evelyn Grace Academy. The role is ideally suited for an exceptional practitioner who is committed to inspiring the next generation of young people in fulfilling their aspirations, especially those who want to pursue a career in the field of Art.

The role of subject leader is critical to the continuing progress of the academy. It is essential to how we will achieve the highest standard of learning and teaching in every classroom. Subject leaders are exemplary classroom practitioners who secure student outcomes for all and are able to teach students across key stages. They are aligned to the school mission of *empowering our students to be the voice of their future* and demonstrate the values of The Culture Compass.

As part of the Art division of the Performance faculty, the subject leader will take a leading role in:

- Developing the curriculum, including extracurricular activities.
- Developing assessment and analysing data
- Developing classroom practice and provision within the faculty.
- Developing other practitioners

### Key Responsibilities

- To secure strong outcomes for students.
- To develop and support effecting planning for schemes of learning.
- To develop and improve the practice of teachers so that inadequate teaching and teaching that requires improvement is eradicated
- To provide high quality, diagnostic feedback that enables rapid improvement
- To analyse and deconstruct the curriculum and delivery of the curriculum.
- To implement strategies that will impact on the areas for improvement
- To motivate and inspire colleagues
- To plan and lead training
- To evaluate and measure the impact of the training and provide follow up sessions, if required.
- To carry out learning walks with staff and to measure consistency across the academy - you will then use this to inform further training for staff.
- To nurture and showcase a culture of performance in the school through assemblies, events and plays.

### Teaching and Learning

- Work with the Assistant Principal to establish a subject development plan, reviewing the subject provision and setting targets to improve the provision and provide students with a high quality Art education.
- Implement and adhere to the academies behaviour management policy, ensuring the health and well-being of students is maintained at all times
- Participate in preparing student for external examinations
- Keep abreast of any developments within their subject area

### **Creativity**

- To experiment and innovate exciting and effective new teaching and learning strategies.
- To conduct relevant research related to new practices.
- Sustain strong practice in your own classroom by constantly reflecting and refining.
- To create new and exciting resources that engage students and expose them to powerful content..

### **Teamwork**

- To model the outstanding practice and to be observed as necessary so that staff can develop their own understanding of what good or better learning looks like.
- To work collaboratively and creatively with the teaching and learning coaching team.
- To seek out exceptional practice from other institutions to continually develop our practice.
- Use your learning to develop new and effective approaches to teaching and learning across the Academy.
- Deliver high quality training and inset sessions to new staff (all levels).

### **Disseminating best practice based on educational research**

- Identifying educational research to enhance existing practices.
- Support teachers in creating positive behaviour management through good teaching.
- Co-ordinating the assessment and analysis of data and information and developing action planning.
- Co-ordinating the assessment strategies to address underachievement.

### **Curriculum Setting and Assessment**

- Develop high quality syllabuses and schemes of learning for all students that are well sequenced, engaging and engineer success for students.
- Work with the Assistant Principal to monitor and assess teaching and learning within the subject
- Set regular and measurable assessments for the students that inform planning and teaching.
- Maintain accurate student data that can be used to make teaching more effective
- To ensure the regular setting and completion of high-quality home learning activities

### **Academy Culture**

- Support the Academy's culture, values and ethos by contributing to the development and implementation of policies practices
- Support and work in collaboration with colleagues and other professional in and beyond the school, covering lessons and providing other support as required

### **Other**

- Undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development
- To undertake any other responsibilities as directed by the Principal and SLT members
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training

### **Role review**

This job description sets out the main duties of the post at the time of drafting. It cannot be read as an exhaustive list. These responsibilities will be discussed annually as part of the postholder's annual performance review and are subject to change. However, it may be altered at any time subject to need in consultation with the post holder subject to the Principal's approval.

## **Person Specification: Subject Leader for Art**

### **Qualification Criteria**

- Qualified to degree level and above
- Qualified to teach and work in the UK
- Evidence of professional development

### **Experience**

- Experience of raising attainment in a challenging classroom environment
- Experience of contributing to a high achieving department
- Experience of delivering consistently outstanding lessons to students of all ages and abilities
- Experience of implementing behaviour management strategies consistently and effectively
- Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes
- Experience of providing professional development to teachers (coaching, mentoring and training)
- Experience of designing and developing resources to support learning across different subject areas
- Experience of preparing and leading training sessions
- Evidence of continually improving the teaching and learning in their subject area through schemes of work, assessment and extra-curricular activities etc.

### **Knowledge**

- Knowledge of the latest educational research, findings and best practices
- Excellent knowledge of the National Curriculum for KS3 and KS4 and a solid grounding in the assessment processes used to support planning and raise student attainment across Key Stages
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

### **Leadership**

- Effective team player and leader
- Ability to coach and manage staff
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and students
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence

### **Leading the Curriculum**

- Able to establish curriculum development, assessment, coordination and coaching
- Has good communication, planning and organisational skills
- High expectations for accountability and consistency
- Ability to design, implement and evaluate effective, imaginative and stimulating Schemes of learning

### **Teaching and Learning**

- Excellent classroom practitioner – ensures that their own classroom practice models best practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

**Other**

- This post is subject to an enhanced Disclosure and Barring Service check.
- Commitment to equality of opportunity and the safeguarding and welfare of all students

*Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.*

*Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click this [link](#).*


Dear Future Ark Evelyn Grace Subject Leader of Art,

It is not very often that you get the opportunity to work in a school where what you do has the **potential to transform the lives of its children, their families, and the community**. It was an opportunity I couldn't walk away from when I began supporting the school during a period of instability in 2023. When the opportunity came up to be Principal, I had to apply. Ark Evelyn Grace is an incredibly special community, situated in the heart of Brixton and in the middle of three large housing estates. It is a historically underserved community, and in many ways continues to be so; the community deserves so much more, and it is our mission to provide that.

**We are building an exceptional school for our community**. We are on a journey of significant improvement. It is exciting to be leading this journey alongside a dedicated team of leaders. We are unapologetic about the expectations and ambitions that we have for our students. With a dedicated Assistant Principal leading the Performance faculty, **we now need an equally dedicated subject leader of Art** to work closely alongside other members of the faculty and the wider staff body to make our ambitions a reality.

We have a vision for our children that will transform their lives. We are a changing school, and we are changing for the better, driven by a belief and a commitment to deliver for our children so that they **reach their potential**. We are in an exciting period of change. If you share in these aims and have a commitment to serving the communities for whom a high-quality education will make the biggest difference, visit us, apply and **be part of the transformative change**.

With warm regards



Una Sookun  
Principal