



### Job description: 2 i/c Performing Arts: Lead for Music

#### Our Mission

**Our purpose is to inspire a love of learning, empower our college community with the knowledge and skills to help them make meaningful choices and contribute positively to the world in which we live**

**To achieve excellence in all aspects of school life.**

*Thurston Community College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

<b>Purpose of the role:</b>	<p>To provide professional leadership for the department, developing teaching and learning, driving positive outcomes for students, and leading on staff recruitment and retention within the faculty.</p> <ol style="list-style-type: none"><li>1) Be an inspirational leader, committed to excellence for all.</li><li>2) Work with the Director of Learning to contribute to strategic planning for the College for both the short and long term, anticipating needs and responding to developments both in the local community and in a national and international context.</li><li>3) To create a culture of constant improvement within a collaborative professional learning environment.</li><li>4) Develop a clear and ambitious vision for high quality education</li><li>5) Create an inclusive culture where all members of the community are valued and a culture of safeguarding is promoted</li></ol>
<b>Line management</b>	<p>To line manage the Department To be responsible to the Director of Learning (PE, Creative and Performing Arts)</p>
<b>Main duties and responsibilities:</b>	<p><b>General</b></p> <ul style="list-style-type: none"><li>• To promote and safeguard the welfare of children and young persons for whom you are responsible and with whom you come into contact.</li><li>• Actively support the vision, ethos, culture and policies of the College.</li><li>• Organise and prepare for all lessons, and share good practice with colleagues wherever possible</li><li>• Take an active role in ensuring the development and realisation of the College Development Plan.</li><li>• Treat each student as an individual with courtesy and respect.</li><li>• Teach lessons which meet students' specific learning needs, assess, monitor and record progress and be up-to-date with curriculum developments</li><li>• Contribute to the marketing and promotion of the College</li></ul>

	<ul style="list-style-type: none"> <li>• Undertake any other duty deemed reasonable by the Principal of the College.</li> <li>• To inspire and motivate students, teacher and other school employees</li> <li>• Maintain excellent relationships and communication with key stakeholders</li> </ul>
Specific Role	<p><b>To develop the Department by:</b></p> <p><b>Managing the Strategic Direction and Operational Development of the Department through</b></p> <ul style="list-style-type: none"> <li>• Planning and chairing subject meetings</li> <li>• Planning a knowledge-rich, well-sequenced curriculum</li> <li>• Promoting engagement of exam courses in the subject at GCSE and Post 16</li> <li>• Monitoring exam syllabuses and ensuring relevant content is planned</li> <li>• Track and promote cross and extra-curricular opportunities working alongside the Head of Performing Arts</li> <li>• Keep up-to-date with subject developments and research</li> <li>• Updating the College Music Plan annually</li> </ul> <p><b>Evaluating Teaching and Learning</b></p> <ul style="list-style-type: none"> <li>• Review and support teacher planning</li> <li>• Monitor Teaching and Learning across the department identifying areas of strength and areas for development and contributing to subject reviews</li> </ul> <p><b>Leading and Managing staff</b></p> <ul style="list-style-type: none"> <li>• Lead the improvement of teacher effectiveness within the subject through performance management and in-house CPD programmes</li> <li>• Act as a coach</li> <li>• Establish clear expectations and build a team</li> <li>• Ensure accountability and challenge poor performance working with the Director of Learning</li> <li>• Efficient and Effective Deployment of staff and resources</li> <li>• Manage the budget for the subject</li> <li>• Support the wider learning opportunities for students by helping to appoint, manage and appraise peripatetic music teachers</li> </ul> <p><b>Making Judgements</b></p> <ul style="list-style-type: none"> <li>• Analyse and interpret data within the subject area</li> <li>• Sample student's work</li> <li>• Carry out regular student voicing activities</li> <li>• Manage exam entries in consultation with Director of Learning</li> </ul> <p><b>Support the behaviour for learning within the department by</b></p> <ul style="list-style-type: none"> <li>◦ Celebrate students who receive rewards as per the College policy</li> <li>◦ Support staff dealing with low level disruption</li> <li>◦ Liaise with the Director of Learning (Year Leaders and Heads of School) with major behaviour concerns within the faculty</li> </ul>

## Person Specification

<b>Essential</b>	<b>Desirable</b>	<b>Evidence</b>
<b>Education and qualifications</b>		
<ul style="list-style-type: none"> <li>● Qualified Teacher Status</li> <li>● Degree or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>● Further degree</li> <li>● Evidence of ongoing professional development</li> </ul>	Application and certificates
<b>Experience</b>		
<ul style="list-style-type: none"> <li>● Successful teaching experience at secondary level</li> <li>● Experience of teaching across the age and ability range</li> <li>● Experience of implementing strategies to raise student attainment with evidence of success</li> <li>● A track record of success in student behaviour management</li> <li>● Demonstration of effective leadership and management skills within the comprehensive school sector</li> <li>● </li> </ul>	<ul style="list-style-type: none"> <li>● Experience of teaching A level or an interest in doing so</li> </ul>	References, lesson obs and interview
<b>Knowledge and Understanding</b>		
<ul style="list-style-type: none"> <li>● Ability to inspire high levels of student performance</li> <li>● Detailed knowledge of subject(s) curriculum</li> <li>● Effective use of data to analyse performance and manage interventions to measure the impact this can have on achievement and attainment</li> <li>● Good understanding of effective procedures for managing and promoting positive behaviour among pupils</li> <li>● Interpersonal skills, with the ability to build strong relationships with students, parents, staff</li> </ul>		Application and interview

<b>Skills, attributes and personal qualities</b>		
<ul style="list-style-type: none"> <li>• High standards of communication and interpersonal skills, with the ability to build strong relationships with students, parents, staff, governors and the wider community</li> <li>• Ability to create a happy challenging and effective learning environment</li> <li>• Ability to inspire the confidence of students' parents and colleagues</li> <li>• Ability to work cooperatively with colleagues of other disciplines</li> <li>• Ability to give and receive effective feedback and act to improve own performance and that of others</li> <li>• Competent user of ICT including subject specific software</li> <li>• Willingness to ask for advice and support where necessary</li> <li>• Self-motivated with enthusiasm, energy and a positive approach toward leading students and staff</li> <li>• Ability to work as part of a team responsible for supporting the process of teaching and Learning</li> <li>• Ability to work to deadlines and under pressure</li> <li>• Excellent attendance and punctuality record</li> <li>• Powerful team player with ability to contribute to overall effectiveness of the team and department</li> </ul>		References and interview