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| **Job Description** |
| Post Title:  | **Curriculum Leader – English (Associate SLT)** |
| Contract: | **Full Time** |
| Salary:  | **L7 - 11** |
| Reporting to**:**  | **Principal**  |
| Work Base: | Lincoln Castle Academy  |
| **Overall purpose of the post**  |
| Working with other relevant teachers in English: * Identify relevant school improvement issues.
* Define and agree appropriate improvement targets.
* Co-ordinate CPD needs and opportunities.
* Evaluate the impact of all improvement activities on the quality of teaching and learning.
* Provide the Vice Principal with relevant curriculum information.
* Use financial and resource management innovatively and effectively.
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| **Job Summary**  |
| To be accountable for and provide professional leadership and management for the English Department in order to secure high quality teaching and learning, effective use of resources and monitoring and tracking information to improve standards / achievements for all students.  |
| **Main Duties and Responsibilities:** |
| * Lead evaluation strategies to contribute to overall school self-evaluation.
* Monitor standards of student’s behaviour and application.
* Ensure that relevant attainment / achievement targets, that have been agreed and discussed with the Principal are met.
* Monitor and evaluate assessment data across the English Department.
* Plan and implement intervention strategies to improve student achievement.
* Evaluate and report on the effectiveness of intervention strategies.
* Develop, support and monitor good practice within the classroom.
* Support teachers in planning appropriate strategies to achieve student progress target levels.
* Ensure that agreed student progress levels within the subject are achieved or exceeded.
* Encourage students’ motivation and enthusiasm within English and develop positive responses to challenge and high expectations.
* Monitor the objectives and targets for all groups of students and promote the important of raising the achievement.
* Maintain personal expertise in your subject and management and share this with other teachers
* Act as a role model of good classroom practice for other teachers, modelling effective strategies with them.
* Monitor and evaluate standards of teaching, identifying areas for improvement.
* Plan and implement strategies to improve teaching where needs are identified.
* Induct, support and monitor new subject staff within your specialism and subject leaders within the curriculum.
* Act as a performance management team leader for identified teachers.
* Identify staff development needs and co-ordinate these with the Vice Principal.
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| **Person Specification**  |
| **Qualifications & Training** | **E** | **D** |
| Qualified Teacher Status |  |  |
| Good relevant degree |  |  |
| Evidence of other relevant CPD |  |  |
| **Experience, Knowledge and Understanding** | **E** | **D** |
| Proven successful track record of examination success  |  |  |
| Experience of monitoring and evaluating teaching / learning and target setting including the ability to accurately analyse data |  |  |
| Successful sustained experience of teaching in KS3 and KS4 which is at least good |  |  |
| Evidence of continually improving own teaching and learning  |  |  |
| Up to date knowledge in the subject area |  |  |
| Good knowledge of pedagogy  |  |  |
| Able to use ICT as a vehicle for effective learning and teaching |  |  |
| Understanding of the strategies needed to establish consistently high aspirations, outcomes and behaviour |  |  |
| **Leadership and Management**  | **E** | **D** |
| Evidence of leading or sharing good practice related to teaching and learning  |  |  |
| Evidence of leadership and management (departmental or whole school) |  |  |
| Evidence of supporting and working with others |  |  |
| Evidence of budget management |  |  |
| Evaluating school policies |  |  |
| Leading on a department or whole school initiative |  |  |
| Evidence of performance management review |  |  |
| **Personal Qualities**  | **E** | **D** |
| A willingness to lead development of policies and practices and promote collective responsibilities for their implementation  |  |  |
| High expectations for accountability and consistency  |  |  |
| Resilience, motivation and commitment to driving up standards of achievement |  |  |
| Confident, positive, self-motivated and determined |  |  |
| Excellent communication, planning, organisational, listening and time management skills  |  |  |
| Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition |  |  |
| Commitment to regular and on-going professional development and training to establish outstanding classroom practice. |  |  |
| Readiness to reflect and self-evaluate, and the ability to change, develop and improve |  |  |
| Work effectively alone and as part of a team |  |  |
| Develop positive relationships and act as a role model to staff and students. |  |  |
| High levels of honesty and integrity |  |  |
| The post holder will be subject to an Enhanced Disclosure and Barring Service (DBS) check |  |  |
| **Other** |  |  |
| The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity |  |  |
| **Other Duties** - The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties which may be required from time to time. Any such duties should not however substantially change the general character of the post. |