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| **Job description:** Director of LearningOur MissionOur 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.* |
| Purpose of the role: | To provide professional leadership for the faculty, developing teaching and learning, driving positive outcomes for students, and leading on staff recruitment and retention within the faculty.1. Be an inspirational leader, committed to excellence for all
2. Work with the Vice Principal for Curriculum, Staff Development and Standards 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.
3. To create a culture of constant improvement within a collaborative professional learning environment
4. Development of a clear and ambitious vision for high quality education
5. Creation of an inclusive culture where all members of the community are valued and a culture of safeguarding is promoted
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| Line management  | To line manage the Head/Leads of Subject within the facultyTo be responsible to the Vice Principal CSS |
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| Main duties and responsibilities: | General* To promote and safeguard the welfare of children and young persons for who you are responsible and with whom you come into contact.
* Actively support the vision, ethos, culture and policies of the College.
* Organise and prepare for all lessons, and share good practice with colleagues wherever possible
* Take an active role in ensuring the development and realisation of the College Development Plan.
* Treat each student as an individual with courtesy and respect.
* Teach lessons which meet students’ specific learning needs, assess, monitor and record progress and be up‐to‐date with curriculum developments
* Contribute to the marketing and promotion of the College
* Undertake any other duty deemed reasonable by the Principal of the College.

Director of Learning:* To inspire and motivate students, teacher and other school employees
* Maintain excellent relationships and communication with key stakeholders
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| Specific Role | To Line Manage the Work of the Faculty:Strategic Direction and Development of the Faculty* Lead the Faculty in discussion about priorities for the faculty
* Lead the review, the construction and the resourcing of the faculty within the curriculum
* Develop a strategy for the improvement of the faculty
* Analyse and interpret relevant national, local & school developments, plus research & inspection evidence to inform practices
* Implement student & staff ‘voicing’ to inform decisions on practices & policies within the faculty area

Evaluating Teaching and Learning* Evaluate the curriculum plans for the Faculty to ensure they are well planned and sequenced
* Review Planning
* Monitor Teaching and Learning across the faculty identifying area of strength and areas for development

Leading and Managing Staff* Lead the improvement of teacher effectiveness within the faculty through performance management and in house CPD programmes
* Act as a coach
* Establish clear expectations and build a team
* Ensure accountability and challenge poor performance

Efficient and Effective Deployment of Staff and Resources* Manage the budget for the faculty area
* Advise on the allocation of staff within the faculty area
* Advise on allocation of support within the faculty area including liaising with the Assistant Principal - Head of Inclusion

Making Judgements* Analyse and interpret data within the faculty area
* Review assessments with subject leads
* Sample students work
* Carry out regular student voicing activities
* Have oversight of exam entries in consultation with subject leads

Support the behaviour for learning within the faculty by* Celebrate students who receive rewards as per the college policy
* Support staff dealing with low level disruption
* Liaise with the Year Leaders and Heads of School with major behaviour concerns within the faculty

To take on a whole school project/responsibility if requested. |