



Job Description – Curriculum Leader – Geography

POST:	Head of Geography
RESPONSIBLE TO:	Associate Vice Principal
GRADE:	MPS / UPS plus TLR2b
LOCATION:	Oasis Academy Mayfield
WORKING PATTERN:	Full-time and as described in the School Teachers' Pay and Conditions Document
JOB PURPOSE:	To lead the Geography department at Oasis Academy Mayfield. This will involve setting high expectations to ensure the continued delivery of high-quality teaching and learning leading to high achievement of all students. To work collaboratively with colleagues across Oasis Community learning and under the guidance from the Geography National Lead Practitioner (NLP) in transforming the curriculum.
DISCLOSURE LEVEL:	Enhanced

This description is in addition to a Mayfield teacher job description and should be read alongside the range of duties and expectations in line with the Teachers' Standards.

KEY PURPOSE

To lead the strategic direction of a whole academy priority, which in the first instance will be improving the quality of provision and outcomes in Geography. This will involve setting high expectations to ensure the continued delivery of high quality teaching and learning and high achievement of all students. The priority for strategic direction may change as whole academy priorities differ.

KEY RESPONSIBILITIES

- To hold and articulate clear values and moral purpose, focused on providing an excellent education for students in Geography.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards students, staff, parents and members of the local community.
- Sustain wide, current knowledge and understanding of Geography teaching locally, nationally and globally, and pursue continuous professional development.
- Communicate compellingly the academy's vision and drive the strategic leadership of Geography, empowering all students and staff to excel.

Systems leadership

- Ensure that the academy's systems, organisation and processes are followed consistently throughout the department
- Provide a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing their exemplary behaviour.
- Ensure performance management of staff is rigorous, fair and transparent, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- Distribute leadership throughout the department, forging a team of colleagues who have distinct roles and responsibilities and hold each other to account for their decision making.
- Lead on self-evaluation processes and strategic planning processes within Geography which are shared with staff and developed as a team
- To lead Geography development across the academy and support in the sharing of good practice across the Academy Trust

Staff

- Create an ethos within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring leaders in a climate where excellence is the standard, leading to clear succession planning.
- Hold all staff to account for their professional conduct and practice.
- To develop and deliver high quality training/CPDL within the department, the academy and beyond the academy
- To be part of the strategic Wider Leadership team ensuring the achievement and engagement of all students across the academy

Students

- To demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on student outcomes.
- To lead on assessment, recording, reporting and monitoring of student progress in English to secure achievement and the closing of the gap agenda
- Plan for parental engagement so that they are well informed to bring about positive outcomes for students

Quality of Teaching

- Drive the quality of teaching within the department including through the implementation of work sampling, learning walks, drop-ins etc. Ensuring there is high quality teaching across the department to secure achievement and engagement of all students.
- Ensure all teachers have developed the skills necessary to manage learning and behaviour in the classroom.
- Ensure consistency of practice in accordance with academy policy eg marking and feedback, homework, use of knowledge organisers.

Curriculum and Assessment

- To lead on curriculum development within the whole department.
- Ensure, through collaboration, that lesson planning, schemes of work and associated resources support outstanding teaching
- Lead CPD activities and disseminate good practice based on educational research assessment and data

- Support teachers to enable them to provide accurate and timely assessment of students' progress which informs teachers' planning and further accelerates student progress
- Develop effective assessment resources across the subject which will provide accurate and reliable data about levels and grades for students
- To take a lead in the analysis of assessment information to support action-planning including test and examination data to identify targeted interventions for individuals and groups of students.

Equality of Opportunity and safeguarding

- To promote equality of opportunity and safeguarding the welfare of children and young people
- Oasis Community Learning is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

General

- Carry out any other reasonable tasks as directed by the Principal

Key Performance Indicators/Impact and Department Outcomes

- Student attainment meets agreed targets
- Student progress is positive and meets agreed targets
- Teaching is typically good or better
- High quality of schemes of work and resources
- Quality of assessment tasks and strategies
- Behaviour in the department is at least good
- CPD is effective following evaluation

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Shortlisting Criteria;

- Evidence of commitment to own professional development
- Evidence of leading and developing others
- Evidence of impact on student outcomes across the 11-16 age range and experience at Post 16 would be an advantage
- Evidence of ability to analyse data and take decisive action to improve outcomes
- Energy, enthusiasm and flexibility
- Ability to work under pressure and a determination to succeed
- Emotional resilience in working within a culture of change
- A commitment to the values and behaviours which flow from the Oasis ethos
- An effective leader and manager with the ability to encourage and support all colleagues
- Ability to motivate and inspire staff and students
- Excellent communication and presentation skills