



Innovate | Focus | Achieve

JOB DESCRIPTION

Art & Design Teacher, including Photography

Statement of Purpose

Our aim is to encourage all students to take advantage of the opportunities offered by the school to attain their full potential in all areas of school life – the academic, the social, the physical and the personal – so that they are ready both to play a productive part in a democratic society and to move forward to the next stage of education, training or career with confidence, as young people of responsibility and judgment.

The Aims of the School

- a To help each student to develop and realise his or her potential as fully as possible.
- b To help students form and maintain a positive self-image.
- c To allow as much scope as possible for the students' own curiosity and enthusiasm to be the basis of learning.
- d To encourage an awareness and understanding of the society in which the students live.
- e To care for, and support, students as developing adolescents.
- f To encourage students to develop an interest in, and enjoyment of, leisure activities, and to be part of the community.
- g To prepare students for life after school.
- h To provide an environment with a positive atmosphere in which students can learn.
- i To prepare students for external examinations.

General

This post supports the school in its continued drive towards providing excellent teaching, learning and outcomes for our students.

The school philosophy supports the principle of inclusive education providing a broad and balanced curriculum and effective learning opportunities for all students. The entitlement of all children to learn, to make progress and to experience success is central to our work. This entitlement involves individual learning needs being recognised and realised and thereby maximising potential. The role plays a major part in the realisation of our aim of academic excellence.

A thorough understanding of the priorities, aims and objectives of the school is absolutely necessary. At Baldon all staff have both a pastoral and academic role. The organisation and leadership required will include the skills necessary to communicate effectively as a team member.

It is essential that the school works consistently towards agreed goals within our School Improvement Plan in order to raise standards of achievement. This role will support the work of the Senior Leadership Team

Post Title: Art & Design Teacher

Salary Scale: MPS

Responsible to: Faculty Leader

Knowledge and Understanding

- Have a secure knowledge and understanding of Art and Design and Photography (relating to degree level).
- Have a detailed knowledge of the relevant aspects of the students' National Curriculum and other statutory requirements.
- Understand progression in their specialist subject(s).
- Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in their specialist subject(s).
- Have significant ICT skills.

Planning and Setting Expectations:

- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught.
- Set appropriate and demanding expectations for students' learning and motivation. Set clear targets for students' learning, building on prior attainment.
- Identify students who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records as appropriate.
- Contribute to Individual Education Plans (IEPs) and Pastoral Support Plans (PSP) for all students with any specific learning need.

Teaching and Managing Student Learning:

- Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, pace and challenge are maintained, and best use is made of teaching time.
- Deliver after school support and pre-exam intervention sessions as and when required to ensure the highest level of achievement and attainment.
- Set high expectations for students' behaviour, establishing and maintain a good standard of discipline through well focused teaching and through positive and productive relationships.
- Develop and apply a range of effective teaching and learning strategies to raise the achievement of students, including devising differentiated approaches, stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources. Maintain an up to date knowledge of good practice in Teaching and learning techniques.
- Observe and be observed by colleagues and utilise feedback effectively.

Assessment and Evaluation:

- Assess how well learning objectives have been achieved and use this assessment for future teaching.
- Mark and monitor students' class and homework providing constructive oral and written feedback, setting targets for students' progress.
- Use performance data to inform planning and teaching, including the evaluation of students' progress and setting of appropriate targets for improvement.
- Formally assess students GCSE and BTEC work and prepare materials for exam boards.

- When applicable, understand the demands expected of students in relation to the National Curriculum, Key Stage 3 and 4 GCSE & BTEC courses.
- Ensure student academic data is entered into school systems when required.

Student Achievement:

- Be accountable for high levels of student achievement, securing progress towards students' targets.
- Working with all school staff and school leaders to identify and plan to support specific students to ensure all leave Boldon School with high levels of qualifications.

Relations with Parents and Wider Community

- Know how to prepare and present informative reports to parents.
- Create and maintain an effective partnership with parents to support and improve student and community achievement.
- Make effective use of links with the community including business and industry, to extend the curriculum and enhance teaching and learning.
- Liaise with agencies responsible for students' welfare in accordance with school policy.

Managing Own Performance and Development:

- Take responsibility for own professional development and keep up to date with research and developments in pedagogy and in the subjects taught.
- Participate in pedagogic discussion and development, in order to share effective practice with colleagues.
- Understand and execute professional responsibilities in relation to school policies and practices.
- Set a good example to students by personal conduct and presentation.
- Evaluate own teaching critically and use this to improve effectiveness within the schools self-review programme.
- Participate in NQT or School Appraisal process

Managing and Developing Staff and Other Adults:

- Establish effective working relationships with all colleagues, students, parents/carers, governors and the community and ensure all communication is consistent with the school's ethos.

Managing Resources:

- Select and make good use of all learning resources which enable teaching and learning objectives to be met.
- Keep high standards of organisation for all practical equipment in stock and in use.

Other responsibilities

- Carry out any such duties as many be reasonably required by the Head Teacher.
- Deliver subject enrichment activities for learners to consolidate and promote leaning in the subject.

PERSON SPECIFICATION

Art & Design Teacher, including Photography

We shall be looking for applicants who can fulfil the following criteria:

Criteria	Essential	Desirable	How Assessed
Qualifications and Knowledge	<ul style="list-style-type: none"> Degree and Qualified Teacher Status An excellent knowledge of relevant curriculum areas at KS3-4 including an understanding of assessment, monitoring and how students make progress in Art and Design and Photography. Commitment to further professional development The post holder will require an enhanced DBS 	<ul style="list-style-type: none"> Broad knowledge of current educational issues Experience of teaching Post 16 Understanding of a range of Art related courses 	Application Form, Interview, Certificate
Experience	<ul style="list-style-type: none"> Track record of delivering 'outstanding' teaching. Successful delivery of outstanding attainment and achievement. Innovation and creativity to engage, enthuse and progress learners. 	<ul style="list-style-type: none"> Developing the practice of others by sharing of expertise. Work in ways that promote equality of opportunity, participation, diversity and responsibility 	Application Form, Interview
Skills	<ul style="list-style-type: none"> Ability to teach to GCSE Standard. Knowledge of curriculum, specifications and assessment criteria in main subject area. Ability to prioritise conflicting demands. Ability to set clearly articulated targets, to track progress and adopt strategies towards achievement Ability to communicate effectively, articulately and sensitively with a range of groups and individuals. Ability to use ICT and technology in the classroom to deliver engaging lessons. Ability to provide pastoral support to young people in a form group setting. 		Application Form, Interview
Personal qualities	<ul style="list-style-type: none"> Commitment to delivering after school and pre-exam sessions as required as well as enrichment opportunities for learners. Highly organised with resources. A passion for the subject. A strong commitment to inclusion and overcoming barriers to learning. Personal resilience, persistence and perseverance. 	<ul style="list-style-type: none"> Excellent interpersonal skills An interest and commitment to the whole school community 	Application Form, Interview

	<ul style="list-style-type: none">• Energy and enthusiasm.• A sense of pride in your work.• A strong commitment to teamwork and collaboration.		
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