All Hallows Catholic High School

Person Specification

Head of Art Department

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| **APPLICATION FORM AND LETTER** | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE****A – Application****I –Interview****R- Reference** |
| **Qualifications** |
| * Qualified teacher status
 |  |  | A |
| * Degree
 |  |  | A |
| * Evidence of continuing professional development
 |  |  | A |
| **Professional Experience** |
| * Qualified Teacher who has undertaken appropriate training and has the necessary knowledge to undertake the duties of the post
 |  |  | A |
| * The ability to devise and teach appropriate courses throughout the school
 |  |  | A /I |
| * The ability to develop strategies for supporting pupils’ individual needs in and beyond the classroom
 |  |  | A /I |
| * A commitment to pastoral care as a positive support to learning
 |  |  | A /I |
| * The ability to establish successful relationships at all levels and can work as a member of a team
 |  |  | A, I/R |
| * Excellent classroom practitioner
 |  |  | I/R |
| * Leadership experience
 |  |  | A/I/R |
| * Experience of teaching Art in a Catholic school
 | ✓ |  | A/I |
| * A sound knowledge of Art programmes of study
 |  |  | A/I |
| * A keen interest in the ongoing development in Art
 |  |  | A/I |
| * Ability to assess the strengths and weaknesses of Art programmes of study
 |  |  | A/I |
| **Professional Development** |
| * Has demonstrated a commitment to own development
 |  |  | A/I/R |
| * Has the potential for further development
 |  |  | A/I/R |
| * Evidence of potential to lead and manage an area of the Art curriculum and staff
 |  |  | A/I |
| * Recent in-service training in leadership and management
 |  |  | A/I |
| * Evidence of leading/managing an initiative
 |  |  | A/I |
| * Ability to demonstrate an impact of CPD across the Art department
 |  |  | A/I |
| **Strategic Leadership** |
| * Ability to share a vision of our Catholic Secondary Education
 |  |  | A/I |
| * Successful evidence of motivating staff
 |  |  | A/I |
| * Evidence of leading a development within an Art department and achieving a successful outcome
 |  |  | A/I |
| * Evidence of managing curriculum changes
 |  |  | A/I |
| * Ability to demonstrate analysis of data and ability to articulate how to monitor and evaluate an Art curriculum and development plans
 |  |  | A/I |
| * Demonstrate knowledge of Safeguarding, Health and Safety and GDPR
 |  |  | A/I |
| **Teaching and Learning** |
| * Proven track record of successful teaching and learning leading to positive improvement
 |  |  | A/I |
| * Knowledge or experience of a range of successful teaching and learning strategies to meet the need of students
 |  |  | A/I |
| * A secure understanding of assessment strategies and the use of assessment to inform next stage learning in all key stages
 |  |  | A/I |
| * Experience of effective monitoring and evaluation of teaching and learning and feedback
 |  |  | A/I |
| * Experience of characteristics of effective learning environments and key elements of successful behaviour management
 |  |  | A/I |
| **Leading and Managing Staff** |
| * Evidence of leading events in an Art department
 |  |  | A/I/R |
| * Demonstrate understanding of the purpose of performance management and professional development
 |  |  | A/I/R |
| * Understanding of finance and resource management
 |  |  | A/I/R |
| **Accountability** |
| * Ability to communicate effectively, orally and in writing to a range of audiences
 |  |  | A/I |
| * Evidence of use of data for self-evaluation and improvement strategies
 |  |  | A/I |
| * Demonstrate an awareness of managing underperformance
 |  |  | A/I |
| * Lead sessions to develop knowledge of staff
 |  |  | A/I |
| **Skills, Qualities and Abilities** |
| * Strong commitment to the mission of a Catholic school
 | ✓ |  | A/I |
| * High expectation of pupils’ learning and attainment
 | ✓ |  | A/I |
| * Strong commitment to school improvement and raising achievement for all
 | ✓ |  | A/I |
| * Ability to build and maintain excellent relationships
 | ✓ |  | A/I |
| * Ability to remain enthusiastic when working under pressure
 | ✓ |  | A/I |
| **Letter of Application** |
| * Letter should be clear, concise and presented in an organised way (not more than 2 sides of A4; not smaller than font size 11)
 |  |  | A |
| **Other** |
| * An understanding of and an ability to contribute to the daily mission of the school
 |  |  | A/I |
| * The capacity to contribute to the wider life of the school
 |  |  | A/I |