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 |