



BISHOP VESEY'S GRAMMAR SCHOOL

HEAD OF FRENCH PERSON SPECIFICATION

Method of Assessment:

AF = Application Form

I= Interview

T=Test

LO=Lesson Observation

CRITERIA	ESSENTIAL	M.O.A
QUALIFICATIONS	Good honours degree in a relevant subject Qualified Teacher Status	AF/I
PROFESSIONAL DEVELOPMENT	A record of continuing professional development	AF/I
EXPERIENCE	Proven track record of excellence as a classroom teacher in the age range 11-19. Proven record of successful leadership or demonstration of ability to lead.	AF/I/LO
KNOWLEDGE & UNDERSTANDING	Excellent subject knowledge. Knowledge of the school's aims, priorities, targets and development plans. Ability to take responsibility for planning and implementing change and development involving strategic and operational leadership and management. To understand and have sound practical competence in the use of data to raise achievement. To understand different leadership styles and their relevance in different contexts. To be aware of any national curriculum requirements and the strategic planning, requirements for assessment, monitoring, evaluation, recording and reporting of pupils' attainment and progress. To understand the relationship of the subject to the curriculum as a whole. To understand and be passionate about further developing the characteristics of high quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all students. To understand baseline data (eg SATs, Midyis) and how it can be used to inform teaching. To demonstrate awareness of the most important recent trends and developments in education. To demonstrate awareness of the challenges and demands of teaching very able students.	AF/I/LO
SKILLS AND ABILITIES	Competence in ICT including use of the virtual learning environment. Excellent interpersonal, communication and team working skills. Excellent time management and self-management skills particularly in relation to balancing the demands made by teaching, subject management and involvement in school development. High level leadership skills.	AF/I/LO

		<p>Effective management of student behaviour and emotional resilience to challenging behaviour.</p> <p>Outstanding analysis and evaluation skills.</p> <p>Ability to listen, reflect and have the capacity to be flexible.</p> <p>Effective organisational skills and attention to detail.</p> <p>Ability to teach and motivate students in the 11-19 age range.</p> <p>Communicate passion and enthusiasm for his/her subject.</p> <p>Stamina to cope with the demands of the role.</p>	
ATTITUDES & VALUES		<p>High expectations: commitment to the achievement of high standards by students and staff.</p> <p>Positive attitude to the use of authority and maintenance of discipline.</p> <p>Commitment to equality of opportunity and creating an ethos where all are respected, feel valued and enabled to work effectively.</p> <p>Clear articulated vision of an effective, high achieving curriculum area.</p> <p>Commitment to the vision and values of the school and an ability to enthuse others.</p> <p>Determination to build professional relationships and work sensitively with all colleagues, students, parents, Governors and outside agencies.</p> <p>Commitment to the pastoral life of the school.</p> <p>Willingness to contribute to the school's wide range of extra-curricular activities.</p>	AF/I/LO
PERSONAL QUALITIES		<p>Self-motivated, self-reliance and self-confidence.</p> <p>The ability to motivate others.</p> <p>Inspire trust and confidence of staff, students, parents and governors.</p> <p>Integrity, sound judgement and the ability to take decisions.</p> <p>Positive and enthusiastic outlook.</p> <p>Passion for teaching and learning.</p>	AF/I/LO
CONTRA INDICATORS		<p>Criminal convictions involving offences against children.</p> <p>Prohibition Order from teaching.</p>	AF/I

January 2015