

## PERSON SPECIFICATION

### HEAD OF MATHEMATICS

(Post based at Avon Valley College)

Attributes	Essential	Desirable
Qualifications	First degree in a closely related subject to Mathematics	Evidence of participation in professional development or further study.  Achieved or working towards, a middle leadership qualification
<b>Skills and Abilities</b>		
Leadership Skills	<p>Ability to develop, use and understand assessment data</p> <p>Knowledge and understanding of the factors that impact on students' progress</p> <p>Knowledge of effective intervention strategies</p> <p>An ability to lead staff in order to improve outcomes for students in Mathematics through developing a culture of improvement.</p> <p>Experience of curriculum planning to promote student progress</p>	<p>Experience of having improved student outcomes in Mathematics</p> <p>Experience of using intervention strategies effectively.</p> <p>Experience of having successfully led other staff in an educational or school initiative</p> <p>Evidence of innovative practice</p> <p>Evidence of successful change management</p>
Teaching Skills	<p>Ability to deliver good or better teaching and learning and to motivate, challenge and inspire our students</p> <p>Commitment to raising attainment &amp; achievement</p> <p>Commitment to high quality learning &amp; teaching</p> <p>Willingness to learn, develop and share skills</p> <p>High expectations of all pupils</p>	<p>Experience of teaching students in Key Stages 3, 4 and 5</p> <p>Evidence of highly effective classroom practice</p> <p>Evidence of leading the successful implementation of Learning and Teaching strategies</p>

	Ability to create an effective learning environment for all students	
Communication Skills	<p>Ability to communicate sensitively, imaginatively and effectively with young people and members of staff.</p> <p>Ability to communicate effectively with parents, to represent the school clearly and positively and feedback information as appropriate.</p>	Experience of communicating effectively and collaborating with colleagues in other schools
Interpersonal Skills	<p>Ability to work independently and as an integral member of a team (listening, being open to discussion, valuing contributions of others).</p> <p>Good skills in liaising with associate staff, and professionals outside School.</p>	Ability and experience of working collaboratively and successfully with colleagues in other schools
IT Skills	Ability to use IT effectively as an integral component to the role	Commitment to developing IT skills in relation to aspects of the role.
<b>Personal Attributes</b>		
Personal Qualities	<p>Enthusiastic and determined</p> <p>Able to work under pressure and recognise and manage stress.</p> <p>Have flexibility, sensitivity and tact</p> <p>High expectations of students and colleagues</p>	Potential for further promotion
Professional Development	Demonstrable commitment to own continued professional development	Commitment to contribute to the continued professional development of others
Ethos	<p>Demonstrable commitment to promoting the safety and wellbeing of children and young people</p> <p>Total commitment to upholding the core values of the College</p>	Commitment to contribute to enrichment activities across the College.