Person Specification – Teacher of Creative Arts – including Music

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| Attributes | Essential | Desirable | Evidence |
| Education and Qualifications |  |  |  |
| Degree qualification and QTS  * Evidence of continuing professional development | ✓  ✓ |  | Application Letter & Refs |
| Experience |  |  |  |
| Experience of more than one schoolExperience of providing excellent provision for all pupils and achieving high standards of pupil progressExperience of leading, motivating and monitoring other members of staff  * Experience of delivering Professional Development  Experience of leading one or more curricular areas, including identifying needs, planning, monitoring and evaluation of standards  * Experience in use of assessment to identify need and use of data management for analysis * Experience of innovation and creativity in the curriculum | ✓  ✓  ✓ | ✓  ✓ ✓ ✓ ✓  ✓ ✓ | Letter References Interview |
| Knowledge and Understanding |  |  |  |
| Understanding of effective self evaluation systemsDetailed knowledge of curriculum 11 – 16 and the 14 – 19 agenda  * Understanding of best practice in the effective use of student support strategies available * Understanding of strategies to improve behaviour * Understanding of cost effective strategies that reward student success | ✓ ✓ ✓  ✓ ✓ | ✓ | Letter References Interview |
| Skills and Abilities |  |  |  |
| Excellent communication and interpersonal skills with adults and young peopleAbility to lead and inspire colleaguesAbility to analyse complex issues and plan strategicallyAbility to work effectively with all stakeholders and outside agenciesAbility to exercise good judgment and make effective decisionsWell developed ICT skills for teaching and management | ✓  ✓  ✓  ✓  ✓  ✓ |  | Interview References Letter |

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| --- | --- | --- | --- |
| Personal Qualities |  |  |  |
| Passionate belief in the ability of every student to achieveA clear educational vision and sense of directionGood organisational skills and high levels of self motivationEnergy, determination, resilience and doggednessAbility to work under pressure and to meet deadlinesKeenly developed sense of humour and the ability to maintain a sense of perspectiveRecord of good health, attendance and punctuality | ✓  ✓  ✓  ✓  ✓  ✓  ✓ |  | Letter References Interview |