SHIRELAND COLLEGIATE ACADEMY

Person Specification – Assistant Head of English

Category	Essential	Desirable	Method of Assessment
Qualification and Training	• Graduate • Qualified Teacher Status • Evidence of appropriate CPD related to teaching and learning.		Application Form
Knowledge and Understanding	• Good knowledge of the national curriculum and relevant schemes of work. • Good knowledge of national strategy for secondary education. • Good understanding of how to develop skills and attributes in students. • Good understanding of the assessment processes at KS3 and KS4 and how to use these to support planning and raise student attainment. • Good knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged. • Good knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques. • Excellent understanding of what constitutes effective teaching and learning. • Familiarity with Ofsted Self-Evaluation Framework.	• Ability to use and understand assessment data. • Familiar with effective learner progress intervention strategies. • Knowledge of English at Key Stage 5	Application Form and Interview
Teaching and Learning	• Commitment to raising achievement across a key stage. • Commitment to comprehensive education and personalised learning. • Excellent classroom teacher. • Sets high expectations of all students • Ability to create and effective learning environment.	• Evidence of successful lesson planning, delivery and evaluation.	Interview

Skills and Experience	• Proven track record of raising and maintaining high educational standards in English. • Successful experience of teaching students of all abilities. • Excellent communication skills orally and written. • Excellent use of ICT to make learning engaging and dynamic and to support assessment and management functions. • The capacity to make decisions based on sound judgements. • The capacity to form positive learning-centred relationships with other professionals. • Successful experience of working with other departments to improve performance	• Experience of leadership roles within a team including design and development of resources to support learning. • Evidence of innovative practice. • Successful experience of coaching staff to raise performance.	Application Form and Interview
Personal Attributes	• The capacity to consistently perform to a high level of success and act as a role model for other professionals. • Self motivated with an ability to use own initiative. • Well developed interpersonal and social skills. • A passion for education and making a difference. • Ability to meet deadlines. • Enthusiastic and always positive. • Stimulate and spark others through working in teams. • Use critical thinking, creativity and imagination. • Able and willing to scrutinise own practice and to make their practice accessible to others. • Believe they can improve on their previous best. • Commitment to safeguarding children and young people.	• Potential for promotion • Charismatic and inspirational. • Ability to engage, motivate, enthuse and support colleagues.	Application Form and Interview.