Nene Park Academy

PERSON SPECIFICATION

Curriculum Area Leader - English

| Specification | Essential  | Desirable  | Evidence  |
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| Qualifications  | Good honours degreesQualified teacher status Evidence of regular, relevant and recent professional development  | Post graduate qualification  | Application form & certificates on appointment  |
| Teaching experience  | * Successful teaching experience in subject(s) at KS3 and KS4 and KS5 (English Literature and English Lang/Lit)
* Experience of teaching across all ability ranges
* Able to demonstrate impact on student progress and achievement
* A proven track record of achievement and progress
* Can demonstrate an ability and evidence to inspire others and improve outcomes
 | Experience of teaching across the age and ability range Experience of previous curriculum leadershipExperience of contributing to enrichment activities  | References & lesson observation & interview  |
| Philosophy  | Commitment to continuous improvement and to professional development as a means of raising achievement.Commitment to core Trust values and the ethos of NPA. Commitment to sharing best practice. Belief in the positive difference high quality education opportunities make to people’s lives.  | A research project that demonstrates impact on pupil progress.  | Application letter & interview  |
| Professional knowledge and understanding  | Ability to inspire high levels of student performance Ability to empathise with and understand the needs of 11-18 year olds.Detailed knowledge of the English curriculum and experience of departmental monitoring and assessment methods.Ability to work within financial budgets.Ability to work with clear and measurable objectives to provide year on year improvement Awareness of how to use comparative data for benchmarking target setting and monitoring. Strong analytical skills, with a good knowledge of ICT systems to enable its use in department performance analysis. Ability to maintain confidentiality of pupil informationInterpersonal skills, with the ability to build strong relationships with students, parents, and staff. | Ability to develop the use of ICT within Teaching and Learning Use of Learning Platform to enhance learning   |   Application letter & interview  |
| Skills attributes and personal qualities  | High standards of communication and interpersonal skills to communicate effectively and professionally with staff, students, parents, governors and the wider community. Ability to inspire and lead other effectivelyDemonstrate proven leadership qualities, with the ability to gain the confidence and respect of staff and motivate them to achieve highly Ability to create a happy challenging and effective learning environment. Ability to inspire the confidence of student’s parents and colleagues. Ability to give and receive effective feedback and act to improve own performance and that of others. Ability to explain ideas clearly and succinctly. Competent user of ICT including subject specific software. Ability to work co-operatively with colleagues of other disciplines as a key Curriculum Leader Enthusiasm, energy and a positive approach toward leading students and staff Willingness to ask for advice and support where necessary. Self-motivated with a positive can-do attitude. Ability to work as part of a team responsible for supporting the process of teaching and Learning. Ability to work to deadlines and under pressure. Excellent attendance and punctuality record. A clear commitment to the principles of continuous professional development for staff as a means of raising achievement  | Able to demonstrate impact in improving the performance of other staff. A strategic and innovative thinker, with a vision for the team, and the ability to take a strategic view and work with others to deliver improvement   |   References & interview  |