

Parkwood E-ACT Academy
Head of Department Person Specification

Selection Criteria	Essential (E) Desirable (D)	Evident in: Application form (A) Interview process (I) Reference (R)
Qualifications <ul style="list-style-type: none"> Good honours degree or equivalent. Qualified teacher status Evidence of further professional development 	E E E	A A A
Experience <ul style="list-style-type: none"> Use IT to raise attainment in T&L and as a management tool Demonstrate experience of effective performance management and quality improvement within a school environment Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring work Leadership experience, including managing staff and students Demonstrable experience of improving student outcomes High quality outcomes A record of continuous professional and career development Experience as a form tutor and or/pastoral work Strategies to raise standards and achievement of students 	E E E E D D D E D	A/I A/I A/I A/I/R I A/I A A/I I
Knowledge & Understanding <ul style="list-style-type: none"> Developments in the National Curriculum Developing differentiated schemes of work Effective strategies for supporting staff to improve teaching and learning Have a good understanding of positive effective strategies for whole school behaviour management A thorough understanding of the intervention packages available to support accelerated learning A rigorous understanding of the OFSTED Framework regarding effective leadership, management and self-evaluation 	E E E D D D	A/I I A/I I I A/I
Skills <ul style="list-style-type: none"> Constantly demonstrating outstanding teaching (supported by evidence) Must be well organised Must be well presented Excellent communication and organisational skills Ability to analyse data effectively to assess performance Ability to work hard under pressure while maintaining a positive, professional attitude Ability to organise and prioritise workload and work on own initiative Good Interpersonal skills and the ability to work collaboratively, leading to professional development of staff, to the achievement of the Academy aims and to the efficient running of departments Excellent creative teaching ability Commitment to personal career development Ability to organise whole school/year based activities Ability to think and plan strategically and manage change Willingness to engage with parents in order to encourage their close involvement in the education of their children 	E E E E E E E D E E D D E	A/I/R A/I I I A/I I A/I A/I I/R A/I A/I I A
Other <ul style="list-style-type: none"> Ability to collaborate effectively as part of a team Absolute commitment to the safety and welfare of all people Understanding of different social backgrounds of students Understanding the needs of students and the appropriate policies and strategies to support them Understanding the needs of EAL students Strong support from referees 	E E E E E E	I/R I/R L/I I I/R A/R R