



DRAYTON MANOR HIGH SCHOOL

PERSON SPECIFICATION

POST TITLE Initial Teacher Training and New Staff Induction Development Lead

Management Allowance MA 3

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status• Degree• PGCE or equivalent	<ul style="list-style-type: none">• MA or equivalent• Recent INSET in Teaching and Learning• Desire to work towards Lead Practitioner Status• Ability to teach Science or Computer Science
Experience	<ul style="list-style-type: none">• Successful teaching experience• Evidence of excellent classroom practice in all areas• Experience of and ability to develop and deliver a curriculum which is sensitive to the needs of all students• Experience of professionally coaching, mentoring and developing staff• Proven experience in Head of Department/Coordinator role	<ul style="list-style-type: none">• Experience of leading a team• Experience of developing teaching and learning• Evidence of improving students outcomes and learning experience and/or achieving results which are above the school average
Ability / Skills	<ul style="list-style-type: none">• Experience of leading staff professional development activities• Imaginative and outstanding teacher with excellent ability to relate to students and staff• Effective communication skills to liaise with senior colleagues, Heads of Faculty/Department and Higher Education Institutions• To provide an appropriate programme of support and guidance for new staff	<ul style="list-style-type: none">• Commitment to ongoing CPD• Willingness to acquire skills as appropriate• Evidence of using research to improve teaching and learning

	<ul style="list-style-type: none"> • To coordinate all aspects of new staff in-school training and professional development • Ability to use school data to inform all aspects of professional work • Ability to use technology effectively 	
Equal Opportunities	<ul style="list-style-type: none"> • Awareness of and commitment to equal opportunities • Ability to promote and support the school's Equal Opportunities Policy 	
Safeguarding	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people 	
Disposition	<ul style="list-style-type: none"> • Ability to work hard with competing deadlines, prioritising appropriately and maintaining good humour • To be interested in children as individuals, in how they learn and be committed to the comprehensive ideal • To believe in the importance of team work a collaborative approach, and be able to build supportive working relationships with colleagues both within and outside the faculty • Evidence of commitment to and • Understanding of collective responsibility 	<ul style="list-style-type: none"> • A commitment to collective responsibility • A willingness to initiate and develop curriculum and CPD innovation