

CHESTERFIELD HIGH SCHOOL

Person Specification DIRECTOR OF LEARNING – SCIENCE Leadership Pay Range L6-L10

Essential

Desirable

| Education and Qualifications | | | |
|---|-----|--|-------|
| Qualified Teacher Status | A | Degree of 2.1 or above | A |
| Education to degree level in relevant subject | A | | |
| Evidence of continued professional development related to teaching and learning | A,I | | |
| Experience | | | |
| Proven track record of leading learners to examination success in Science | A,I | Involvement in training/mentoring/coaching | A,I |
| Experience of classroom teaching at KS3 and KS4 | A,I | Experience of classroom teaching at KS5 | A,I |
| Involvement in dissemination of good practice – e.g. NQT mentoring, learning and teaching development and leading on training/CPD | A,I | Involvement in extra-curricular activities | A,I |
| Knowledge and Understanding | | | |
| Knowledge and understanding of current issues in Science education | A,I | Familiar with effective learner progress intervention strategies | A,I |
| Knowledge of effective teaching and learning strategies for raising achievement | A,I | | |
| Knowledge of effective behaviour management strategies and impact of behaviour/attendance on progress | A,I | | |
| Knowledge of effective Assessment for Learning strategies | A,I | | |
| Ability to analyse data to inform teaching and learning and raise standards | A,I | | |
| Thorough knowledge of subject area, examination syllabi and excellent ICT skills | A | | |
| Familiarity with the Ofsted Framework | A,I | | |
| Teaching and Learning | | | |
| Commitment to raising achievement across the School | A,I | Use of ICT to deliver innovative lessons | A,I,R |
| Excellent classroom practitioner | A,I | | |
| High expectations of all students | A,I | | |
| Ability to create an effective learning environment for all students | A,I | | |
| Evidence of successful lesson planning, delivery and evaluation | A,I | | |
| The understanding of what an outstanding lesson is | A,I | | |
| The ability to coach colleagues to facilitate outstanding learning | A,I | | |

| Skills and Attributes | | | |
|---|-----|-------------------------------|---|
| High level leadership | A,I | | |
| Excellent organisational and time-management skills | A,I | | |
| A role model for staff and students | I | | |
| Ability to communicate well with students, parents and staff | A,I | | |
| Understanding of own strengths and areas for development | A,I | | |
| Ability to monitor and evaluate pupil progress | A,I | | |
| Ability to monitor and evaluate the teaching outcomes of other members of the staff | A,I | | |
| Ability to tackle underperformance of students and staff | A,I | | |
| Strong commitment to the values and ethos of the school | A,I | | |
| Evidence of reflective practice leading to improved skills | A,I | | |
| Personal Qualities | | | |
| Enthusiastic, highly motivated, inspiring | I | Ambitious for self and others | I |
| Identify and respond to new challenges | I | | |
| A forward thinking approach | I | | |
| High expectations of self, students and staff | I | | |
| Supportive of others | I | | |

Identified by

A Application Form
I Interview