

ASSISTANT HEADTEACHER CURRICULUM PERSON SPECIFICATION



The Carlton
Academy

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ▪ QTS ▪ Degree level qualification (subject specific) ▪ Evidence of continuous professional development 	<ul style="list-style-type: none"> ▪ Professional development in preparation for a senior leadership role
Teaching	<ul style="list-style-type: none"> ▪ Able to teach full range of ability 11-16 ▪ Able to create an excellent climate for learning within teaching area ▪ Able to use a range of strategies to promote learning ▪ Able to manage and encourage good behaviour ▪ Able to develop positive and meaningful relationships with students ▪ Able to make appropriate use of ICT for learning ▪ Understanding of how to use data to inform planning and improve students' performance ▪ Understanding of a range of assessment for learning approaches, including grades where appropriate ▪ Able to communicate with students, parents and carers about student's progress ▪ Engaged with developments in teaching and learning strategies to raise achievement 	<ul style="list-style-type: none"> ▪ Able to teach full range of ability 11-18
Experience/knowledge	<ul style="list-style-type: none"> • Proven success in improving student outcomes • Demonstrable experience of successful line management that is both supportive and challenging • Involvement in school self-evaluation and development planning • Competent in school data management systems. 	

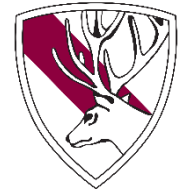
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	Essential	Desirable
	<ul style="list-style-type: none"> • Leading CPD • Appraising staff 	
Personal Skills and Qualities	<ul style="list-style-type: none"> ▪ A commitment to securing the best outcomes for all students and promoting the ethos and values of The Carlton Academy and The Redhill Academy Trust ▪ Ability to work under pressure and prioritise effectively ▪ Commitment to maintaining confidentiality at all times ▪ Commitment to safeguarding and equality ▪ Motivate others and adopt a positive approach to education ▪ Ability to develop others so that they are highly effective in their roles ▪ Analytical ▪ Ability to work in high performing team, bringing new ideas and be a forward thinker ▪ Be reliable and act with Integrity ▪ Excellent organisational skills ▪ Be flexible in approach to learning ▪ Engagement in own continuous professional development 	<ul style="list-style-type: none"> ▪ Strategic Planning ▪ Motivational Skills
Specialist skills and knowledge	<ul style="list-style-type: none"> • Relentless focus on curriculum, teaching, learning and assessment and the use of data to drive improvement 	<ul style="list-style-type: none"> • Experience of line management of Careers • Experience of best practice in a wide of setting to inform strategic work to further improve

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	<ul style="list-style-type: none"> • Using data analysis tools to identify trends and patterns to inform actions • Ability to work effectively as a member of a leadership team, to show initiative, imagination, vision and inspire others • Organising curriculum timetables within own department areas • Show knowledge of current education legislation, Ofsted framework, policy and practice in relation to curriculum and personal development • Ability to support staff and students in maintaining high standards in a variety of ways • Ability to inspire, motivate and raise aspirations of students • Ability to communicate to a range of audiences using a variety of techniques 	<p>outcomes and develop students' personal development</p> <ul style="list-style-type: none"> • Experience in line management in both curriculum and pastoral areas