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| **Head of Art & Design** |
| **Qualities and Attributes** | **Essential** | **Desirable** | **Evidenced By** |
| **Qualification** |
| Qualified Teacher Status | ✓ |  | Application |
| Honours Degree or equivalent | ✓ |  | Application |
| **Experience** |
| A keen interest in the ongoing developments in Art & Design education | ✓ |  | Application/Interview |
| Ability to assess the strengths and weaknesses of the intent of the Art & Design curriculum |  | ✓ | Application/Interview |
| Proven track record of successful teaching and learning, leading to positive improvement | ✓ |  | Application/Interview/Reference |
| **Professional development** |
| Willingness to learn and develop professionally in a way that supports professional goals | ✓ |  | Application/Interview |
| Evidence of/or potential to lead and manage the Art & Design curriculum and staff | ✓ |  | Application/Interview/Reference |
| Recent in-service training in leadership and management |  | ✓ | Application/Interview |
|  **Strategic Leadership** |  |
| Evidence of leading a development within the Art & Design department and the successful outcome | ✓ |  | Application/Interview |
| Ability to analyse data and articulate how to monitor and evaluate the Art & Design curriculum and improvement plans | ✓ |  | Application/Interview |
| Evidence of managing curriculum change | ✓ |  | Application/Interview |
| A secure understanding of the requirements of the Ofsted framework re: Quality of Education | ✓ |  | Application/Interview |
|  **Teaching and Learning** |  |
| A secure understanding of the requirements of the National Curriculum Programmes of Study | ✓ |  | Application/Interview |
| Knowledge of a range of successful teaching and learning strategies to meet the needs of all students | ✓ |  | Application/Interview |
| A secure understanding of the use of assessment to inform next stage learning | ✓ |  | Application/Interview |
| Experience of effective monitoring and evaluation of teaching and learning | ✓ |  | Application/Interview |
| Good awareness of the key elements of successful behaviour management | ✓ |  | Application/Interview |
| An ability to teach GCSE Fine Art | ✓ |  | Application/Interview |
| An ability to teach A level Fine Art |  | ✓ | Application/Interview |
|  **Leading and managing staff** |  |
| Experience of working with a team of Art & Design staff | ✓ |  | Application/Interview |
| Evidence of leading events in an Art & Design department or whole school | ✓ |  | Application/Interview |
|  **Accountability** |  |
| Ability to communicate effectively, orally and in writing to a range of audiences | ✓ |  | Interview |
| Evidence of use of data for self-evaluation and improvement strategies | ✓ |  | Application/Interview |
| Secure understanding of Performance Management. | ✓ |  | Application/Interview |
| Demonstrate an awareness of managing underperformance | ✓ |  | Application/Interview |
|  **Skills, qualities and abilities** |  |
| Strong commitment to the mission of a Catholic school | ✓ |  | Application/Interview/Reference |
| Strong commitment to school improvement and raising achievement for all | ✓ |  | Application/Interview |
| High expectation of pupils’ learning and attainment | ✓ |  | Application/Interview |
| Ability to build and maintain good relationships | ✓ |  | Application/Interview/Reference |
| Ability to remain positive and enthusiastic when working under pressure | ✓ |  | Application/Interview/Reference |
| Ability to organise work, prioritise tasks, make decisions and manage time effectively | ✓ |  | Application/Interview/Reference |
|  **References** |  |
| Positive recommendation in professional references | ✓ |  | Reference |
|  **General** |  |
| Committed to your own continuing professional development | ✓ |  | Application/Interview |
| Ability to promote and safeguard the welfare of our children and young people | ✓ |  | Application/Interview |