# **Woodhey High School**

##### **Person Specification – Head of Science Faculty**

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| Minimum Criteria for Two Ticks \* | Criteria | **Measured by** |
| **Two Ticks - GreenTwo Ticks - Green** | Qualifications & Training  * QTS * First/Second Class Degree in relevant subject * Able to demonstrate continued development of own expertise (through CPD) and willing to continue to develop | A |
| **Two Ticks - Green**  **Two Ticks - Green**  **Two Ticks - Green**  **Two Ticks - Green**  **Two Ticks - GreenTwo Ticks - GreenTwo Ticks - GreenTwo Ticks - GreenTwo Ticks - Green** | **Teaching Experience**   * Evidence of consistently good or outstanding teaching and learning across Key Stages 3 & 4 * Evidence of good or outstanding classroom skills * The Ability to use ICT effectively to engage pupils and use new and emerging technologies to support teaching and learning * The ability to create effective, engaging and differentiated lesson plans * The ability to use assessment to inform planning for good teaching and learning * The ability to differentiate materials to meet the needs of all learners particularly those who may require alternative methods of teaching and support (e.g. SEN or high attainment) * Experience of curriculum innovation * Experience of raising standards of achievement for all pupils * Strategies for raising achievement and achieving excellence * Experience of designing, implementing and evaluating successful interventions, following the effective use of data to track and monitor the progress of individual students and groups of students (including vulnerable groups) * Principals of effective teaching and assessment for learning * Effective and consistent models of behaviour management * A commitment to and strategies for ensuring inclusion and access to the curriculum * Monitoring and evaluating performance * Having the tools and experience of data collection and analysis | A/I/T |
| **Two Ticks - Green** | Knowledge/Skills  * Strategies for developing effective teachers * Curricular and assessment developments with Science at all key stages with an appreciation of how the content, skills and teaching strategies best prepare pupils for transition and success. | A/I/T |
| **Two Ticks - GreenTwo Ticks - GreenTwo Ticks - GreenTwo Ticks - Green** | Knowledge/Skills (continued)  * Demonstrate a commitment to the learning process * Demonstrate the principles and practice of effective teaching and learning * Access, analyse and interpret information to inform successful self-evaluation * Challenge, influence and motivate others to attain high aspirations and have high expectations of them * Ensure value for money and monitor appropriate budgets where required. * Experience of leading a successful department or team * Experience of successful interventions at pupil and group level * Experience of analysing examination results and progress to inform improvement plans * Commitment to whole school activity and growth |  |
| **Two Ticks - GreenTwo Ticks - GreenTwo Ticks - GreenTwo Ticks - GreenTwo Ticks - GreenTwo Ticks - Green** | Behavioural Attributes  * A supportive and co-operative team member * Able to uphold and deliver standards for the school and the department * Have passion for teaching and learning and is committed to inspire Science learning and knowledge * Demonstrates excellent organisational skills including managing and prioritising competing demands * Effective communication skills, orally and written to a range of audiences * Demonstrates adaptability and optimism * Demonstrates commitment to equal opportunities * Demonstrates commitment to the protection and safeguarding of children and young people * Demonstrates knowledge of relevant legislation and guidance in relation to working with children and young people. | A/I |

A = Assessed at Application I = Assessed at Interview T = Assessed through Test

Note 1:

In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

* Motivation to work with children and young people.
* Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
* Emotional resilience in working with challenging behaviours and
* Attitudes to use of authority and maintaining discipline.

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If a disabled person meets the criteria indicated by the ‘Two Ticks’ symbol and provides evidence of this on their application form they will be guaranteed an interview.