

Person Specification: Subject Leader

Category	Essential	Desirable
Education and Qualifications, CPD	<ul style="list-style-type: none"> • DCSF recognised qualified teacher status 	<ul style="list-style-type: none"> • Other relevant training
Professional Knowledge	<ul style="list-style-type: none"> • An understanding of equal opportunities • Working knowledge of implications of recent educational thinking • Knowledge of development within own subject discipline • Knowledge of leadership skills • A practical knowledge of assessment systems and progress tracking methods • Knowledge of different aspects of the monitoring cycle. 	<ul style="list-style-type: none"> • Practical knowledge of different schools • Evidence of effective leadership of an aspect within school. • Coaching and /or mentoring experience.
Knowledge and understanding	<ul style="list-style-type: none"> • Good understanding of the characteristics of high-quality teaching and effective learning • An ability to successfully plan and implement curriculum developments • A clear educational philosophy • Ability to see the big picture, think strategically and apply this to a department. • Good knowledge and understanding of pedagogy and how to help students learn and make progress • Good understanding of effective pastoral systems • Ability to support others with behaviour strategies 	<ul style="list-style-type: none"> • Involvement in whole school initiatives • Strong awareness of emerging national educational issues • Knowledge of National bodies who effect education and how best to maximise their influence.
Skills and Abilities	<ul style="list-style-type: none"> • Evidence of successful class teaching and reflective practice with consistently good or better outcomes • Ability to plan and organise own time and workload effectively. • Ability to communicate and lead effectively • Evidence of creative and approaches to teaching • Ability to use accurate assessment information effectively to provide appropriate learning opportunities for all 	<ul style="list-style-type: none"> • Proven ability as an effective teacher in more than one key stage /school • Evidence of use of creativity in planning and teaching

	children <ul style="list-style-type: none"> • Excellent interpersonal skills. • Ability to work effectively in dynamic teams and a learning community • Ability to use a wide range of ICT effectively to enhance teaching and learning 	
Professional Qualities	<ul style="list-style-type: none"> • Committed to concept of a Learning Community and promoting the school's vision, values and ethos. • Committed to the successful growth and development of the school • Committed to high quality provision of a broad, balanced, differentiated and stimulating curriculum within an innovative framework. • Committed to excellence in teaching and learning across the whole school • Committed to positive management of behaviour • Committed to Inclusion and equal opportunities for all pupils in the school. • Evidence of initiative, flexibility and adaptability • Committed to professional development of self and others • Commitment to team-based learning • Committed to being a positive and professional role model. • Evidence of successful use of humour 	<ul style="list-style-type: none"> • Commitment to developing subject curriculum
Suitability to work with children	<ul style="list-style-type: none"> • Responsible for promoting and safeguarding the welfare of children and young persons for whom you are responsible or come into contact with • Not barred from working with children 	