

**Walsall Academy**  
**PERSON SPECIFICATION: DRAMA/PERFORMING ARTS TEACHER**

| Attributes   | Essential  | Desirable  | Evidenced Through  |
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| <b>QUALIFICATIONS</b>                                | <ul style="list-style-type: none"> <li>• QTS status</li> <li>• Qualification to the equivalent of degree level in Drama or a related subject</li> </ul>  | <ul style="list-style-type: none"> <li>• Further relevant qualifications in Drama</li> </ul>   | <ul style="list-style-type: none"> <li>• Evidence of paper qualifications</li> </ul>   |
| <b>WORK RELATED EXPERIENCE AND ASSOCIATED SKILLS</b> | <ul style="list-style-type: none"> <li>• Knowledge and understanding of Drama at KS3, KS4, and levels 2 and 3 BTEC with strategies that improve understanding</li> <li>• Good classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students.</li> <li>• Ability to encourage and maintain a good standard of discipline in the classroom through well focused teaching, positive relationships and good classroom management</li> <li>• Ability to use appropriately a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students</li> <li>• Ability to set clear and appropriate targets, feed back to students and make use of assessment information to promote each student's attainment and progress, and to plan future lessons</li> <li>• Ability to reflect on own practice</li> <li>• Ability to differentiate tasks appropriately</li> </ul> | <ul style="list-style-type: none"> <li>• Ability to use research evidence to inform and improve teaching</li> </ul>  | <ul style="list-style-type: none"> <li>• Application letter</li> <li>• Evidence from teaching a 20 minute lesson</li> <li>• Interview and communication</li> </ul> |
| <b>SPECIALIST KNOWLEDGE AND UNDERSTANDING</b>        | <ul style="list-style-type: none"> <li>• Secure knowledge and understanding of the knowledge, concepts and skills in teaching Drama</li> </ul>   | <ul style="list-style-type: none"> <li>• Able to make good use of ICT as a learning resource</li> <li>• Knowledge of how to give positive and targeted support to students with special educational needs</li> <li>• Interest in developing extra Drama opportunities</li> </ul> | <ul style="list-style-type: none"> <li>• Application letter</li> <li>• Interview questions</li> </ul>  |

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| <p><b>PERSONAL SKILLS AND ATTRIBUTES</b></p> | <ul style="list-style-type: none"> <li>• Determination to encourage the highest quality of learning</li> <li>• experience for all students</li> <li>• A commitment to equal opportunities</li> <li>• Ability to establish good and productive working relationships, and work well in a team</li> <li>• Ability to communicate effectively to staff, students, parents, orally and in writing</li> <li>• Ability to meet deadlines</li> <li>• Able to empathise with young people and yet be firm, fair and consistent when dealing with them</li> <li>• Excellent attendance and punctuality</li> <li>• Ability to work in and to lead a team</li> <li>• Enthusiasm, personal dynamism, edge and stamina</li> <li>• Sense of humour and perspective</li> <li>• Ambition</li> <li>• Personal presence</li> </ul> | <ul style="list-style-type: none"> <li>• Ability and willingness to offer extra-curricular activities.</li> </ul> | <ul style="list-style-type: none"> <li>• Evidence from the taught lesson of enthusiasm, empathy with young people, communication</li> <li>• Interview questions will cover (and ask for examples of) classroom management philosophy and practice, working in a team, how candidate evaluates equal opportunities in his/her lessons</li> <li>• Ability to communicate effectively in the letter of application and at interview will be used as evidence on communication</li> <li>• Evidence from references will reflect school's request for comments on personal skills and attributes (referees will be sent the job description and person specification)</li> </ul> |
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