

PERSON SPECIFICATION

This is the generic person specification, common to all teaching jobs advertised after January 2014, at **Cardinal Heenan Catholic High School**.

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| 1. Qualification | <ul style="list-style-type: none">• QTS status and subject qualification• Degree in Drama (essential)• PGCE in Drama (essential) |
| 2. Knowledge and Understanding | <ul style="list-style-type: none">• A clear and well-thought out understanding of current educational issues, theory and practice.• Have a detailed knowledge of the relevant aspects of the students' National Curriculum and other statutory documentation. |
| 3. Requirements. | <ul style="list-style-type: none">• Have a secure knowledge and understanding of their specialist subject(s) equating to degree level, including the subject knowledge specified in the relevant ITT National Curricula.• Understand progression in their specialised subject(s), including before their specialist age range.• Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in their specialist subject(s). |
| 4. Planning and setting expectations | <ul style="list-style-type: none">• Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught.• Set appropriate and demanding expectations for students' learning and motivation. Set clear targets for students' learning, building on prior attainment.• Identify students who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records of Individual Education Plans (IEPs). |
| 5. Teaching and managing student's learning | <ul style="list-style-type: none">• Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.• Use teaching methods which keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.• Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships. |

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| | <ul style="list-style-type: none"> • Offer and support extra-curricular projects, trips and activities. |
| 6. Assessment and evaluation | <ul style="list-style-type: none"> • Assess how well learning objectives have been achieved and use this assessment for future teaching. • Standardise assessments in line with whole school procedures. • Mark and monitor students' class and homework providing constructive oral and written feedback, setting targets for students' progress. Implement 'improvement time' • When applicable, understand the demands expected of students in relation to the National Curriculum and Key |
| 7. Student achievement | <ul style="list-style-type: none"> • Secure progress towards student targets. • Understand the significance of KS2 data and projecting this forward to support pupils in making better than expected progress. |
| 8. Relations with parents and the wider community | <ul style="list-style-type: none"> • Know how to prepare and present informative reports to parents. • Recognise that learning takes place outside the school context and provide opportunities to develop students' understanding by relating their learning to real and work-related examples. • Understand the need to liaise with agencies responsible for students' welfare. |
| 9. Managing own performance and professional development | <ul style="list-style-type: none"> • Understand the need to take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach. • Understand their professional responsibilities in relation to school policies and practices. • Set a good example to the students they teach in their presentation and their personal conduct. • Evaluate their own teaching critically and use this to improve their effectiveness • Attend appropriate CPD/Twilights |
| 10. Managing and developing staff and other adults | <ul style="list-style-type: none"> • Establish effective working relationships with professional colleagues including, where applicable, associate staff. |
| 11. Managing resources | <ul style="list-style-type: none"> • Select and make good use of Classcharts/Show My Homework and other resources. (ultimately keep up to date with new technology) |
| 12. Other attributes considered desirable at Cardinal Heenan High School | <ul style="list-style-type: none"> • Have a positive outlook in general. • A record of excellent attendance and punctuality. • Excellent written and oral communication skills, including appropriate ICT skills. • The ability to work, and contribute, effectively within departmental and Year-based teams. |

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| | <ul style="list-style-type: none"> • Attend and contribute positively to Subject/Pastoral meetings. • Present to Governors if require. • The ability to work actively and effectively with parents, governors and other stakeholders. • Flexibility and a willingness to be involved in the life of Cardinal Heenan Catholic High School. • The ability to use own initiative and motivate others. • A commitment to teaching and lifelong learning, and a willingness to continue to further own learning through continuing professional development. |
| 13. Teacher | <ul style="list-style-type: none"> • Commitment to implement the School's Equal Opportunities Policies. • A developing range of successful teaching strategies. • A secure knowledge of the importance of data as a means both to measure and to extend progress. • A high level of organisational and planning skills. • The ability to create a stimulating visual environment for the classroom. • The ability to create a dynamic learning environment which values and enables everyone equally. • A commitment to the mission and aims of Cardinal Heenan Catholic School. • An awareness of equal opportunities issues generally and specifically of how they relate to this area of work. |
| 14. Loyalty | <ul style="list-style-type: none"> • At a time of change within the school, to be successful we need staff who are loyal and committed. • Loyalty to our students and the school community |