



Head of Art, Design and Technology – Person Specification Knowledge and Understanding

- Command credibility through the discharge of their duties and use their expertise to influence others in relation to their subject;
- Make informed use of assessment data to plan necessary interventions;
- Apply good practice to and from other subjects and areas;
- Make effective use of subject-specific resources;
- Ensure pupils are well prepared for any tests and examinations in the subject;
- Demonstrate a good knowledge and understanding of current educational issues relating to the specialist subject areas - including policy, legal frameworks, and wider development in curriculum and assessment;
- Demonstrate thorough knowledge and understanding of effective practices to safeguard children;
- Demonstrate a sound knowledge and understanding of how to promote equalities and ensure inclusive teaching and learning practices;
- Teach successfully across the age and ability range, setting standards and providing a role model for pupils and other staff, in the teaching and learning of the subject;
- Have high expectations for pupils, setting realistic but challenging targets engendering students who are enthusiastic about the subject and highly motivated to continue with their studies.

Personal and professional qualities and attributes

- Devolve responsibilities and delegate tasks, as appropriate;
- Seek advice and support when necessary;
- Be an excellent classroom practitioner and have a commitment to improving classroom practice;
- Be willing to inspire, challenge, motivate and empower a team of teachers to believe in a vision of excellence;
- Promote individual teachers and nurture a team that contributes to the improvement of the school and its development;
- Build and maintain effective relationships with staff, students and parents;
- Manage change to empower individuals;
- Be willing to listen and reflect on feedback from others -colleagues, students, parents and governors;
- Have the ability to think creatively to anticipate and solve problems;
- Be eager to collaborate and network with other professionals within and beyond the school;
- Be committed to setting and achieving ambitions and targets;
- Have experience in managing efficiently and effectively at an operational level.



Communication skills

- Communicate effectively, orally and in writing, with the headteacher, other staff, pupils, parents, governors, external agencies and the wider community, including business and industry;
- Negotiate and consult effectively;
- Ensure good communication with, and between, staff who teach and support the subject;
- Chair meetings effectively.
- Self-management
- Prioritise and manage their own time effectively, particularly in relation to balancing the demands made by teaching, subject management and involvement in school development;
- Achieve challenging professional goals;
- Take responsibility for and show a willingness towards furthering their own professional development, including participation in school INSETs;
- Have good attendance and punctuality.