



HOLY FAMILY RC AND CE COLLEGE

Lead Practitioner for English - Person Specification



	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status (A)• A strong Honours Graduate in a relevant subject with a record of continuing professional development. (A)• The ability to teach to GCSE Level (A, I , R)	<ul style="list-style-type: none">• CCRS or equivalent• Experience of marking for English Language or English Literature examination boards
Experience	<ul style="list-style-type: none">• Proven record as an outstanding classroom practitioner in English (A,I,R).• Proven track record of securing outstanding outcomes for all groups of students over the last three years (A,I,R).• Have experience in developing schemes of work, teaching sequences and relevant resources (A,I).• To be ICT literate, making appropriate use of IT as a teaching tool to enhance learning (A,I,R).• To have knowledge of and confidence in the use of student performance data (A,I,R).• Have a critical understanding of the most effective teaching, learning and behaviour management strategies including how these can be applied to raise student attainment across Key Stages (A,I)• To have a good knowledge of current educational issues and initiatives particularly regarding the new GCSE curriculum and the challenges this will bring (A,I).• Knowledge of effective strategies to include, and meet the needs of all students, in particular underachieving groups, SEND students (A,I).• To be able to use positive behaviour management systems to ensure students' behaviour is conducive to learning (A,I,R).• To monitor staff performance and hold staff to account.	<ul style="list-style-type: none">• Experience of successfully leading a team.• Experience of appraising staff and holding to account.• Experience of evaluating the quality of teaching and outcomes across the subject.• Experience of coaching colleagues and have a positive impact on the teaching quality of others.• Understanding of strategic curriculum planning to ensure pupils progress across all years.
Personal Qualities and Skills	<ul style="list-style-type: none">• To support and contribute to the school's Christian Ethos (A,I,R).• To have excellent communication and interpersonal skills (A,I,R).• To be able to gain the confidence of colleagues and students (I).• To be self-reflective, with the ability and desire to improve own performance (I,R).	<ul style="list-style-type: none">• Practising Christian, with involvement in the life of your Parish.• Willingness to commit additional time to developing Leadership skills through accredited

	<ul style="list-style-type: none"> • To be able to effectively lead a team (I,R). • To be driven in improving standards (A,I,R). • To be able to work effectively in a team (A,I,R). • To be an exceptional English teacher and leader (I,A,R). • To have excellent organisational skills (A,I,R). • To have excellent planning skills (A,I,R). • To have professional standards and expectations (A,I,R). • To have high personal standards – dress, conduct and presentation (I,R). • To be willing to participate in extra curricular activities (A,I,R) • To be adaptable and flexible and listen to constructive criticism.(AIR). • Record of excellent attendance and punctuality. 	<p>courses if available</p> <ul style="list-style-type: none"> • Aspiration for Senior Leadership and beyond. • Personal drive, resilience, grit and determination. • Willingness to make difficult decisions in the interests of the students. • Understanding of Progress 8 calculation and how this affects subject planning and performance.
Other	<ul style="list-style-type: none"> • To have the vision to move department forward (A,I,R). • To have a clear understanding of the role of Curriculum Manager (A,I). • The ability to converse at ease with customers and service users and provide advice in accurate spoken English is an essential requirement of this post. • Cheerful and positive demeanor, and clear understanding that teaching is a vocation, and our actions are in the best interests of our students. 	