

## DCCA Person Specification for Director of Mathematics and ICT



Professional Knowledge, Qualifications and Abilities	Essential	Desirable	Source
			A = Application I = Interview R = Reference
Strategic planning processes	✓		I R
Leading change, creativity and innovation		✓	A I R
Strategies for raising achievement and achieving excellence	✓		A I R
Models of teaching and learning	✓		I R
Principles of effective teaching and assessment for learning	✓		I R
Strategies for ensuring inclusion, diversity and access		✓	I
The significance of interpersonal relationships, adult learning and models of continuing personal development (CPD)	✓		I
The relationship between managing performance, CPD and sustained school improvement	✓		I
Principles and models of self evaluation	✓		A I R
Principles and strategies of school improvement	✓		I R
The use of a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance	✓		A I R
The work of other agencies and opportunities for collaboration		✓	A R
Strategies which encourage parents and carers to support their children's learning		✓	I
Knowledge of and commitment to child protection and safeguarding	✓		A I R

Training and Qualifications	Essential	Desirable	Source
Teaching qualifications	✓		A
Degree	✓		A
Higher Degree		✓	A
Evidence of continuing and active CPD	✓		A

Experience of successful teaching, leadership and management	Essential	Desirable	Source
Success in leading initiatives / experience of subject leadership	✓		A R
Experience of successful teaching in more than one Key Stage	✓		A R
Experience in more than one school	✓		A
Use of ICT	✓		A
Minimum years teaching experience	3 years		A

<b>Personal Skills and Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b> A = Application I = Interview R = Reference
Inspire, challenge, motivate and empower others to carry the vision forward	✓		I R
Model the values and vision of the school	✓		A R
Drive and energy to move the Faculty forward	✓		A I
Demonstrate the personal enthusiasm for commitment to the learning process	✓		A I
Think creatively for problem solving and development of learning	✓		A I
Develop, empower and sustain individuals and teams	✓		A I R
Challenge, influence and motivate others to attain high goals	✓		I R
Foster an open, fair, equitable culture and manage conflict	✓		I R
Acknowledge excellence and challenge poor performance	✓		I R
Demonstrate the principles and practice of effective teaching and learning	✓		I R
Access, analyse and interpret information	✓		I R
Collect and interpret data to understand the strengths and weaknesses of the faculty	✓		A I
Give and receive effective feedback and act to improve personal performance	✓		I R
Combine the outcomes of regular school self-review with external evaluations in order to develop the school	✓		I R
Accept support from others including colleagues, governors and the LA	✓		I
Prioritise, plan and organise themselves and others	✓		A R

<b>Strengthening the Academy Community</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Collaborate and network with other schools	✓		A I R
Recognise and take account of the richness and diversity of the school's communities	✓		I
Build and maintain effective relationships with parents, carers, partners and the community, that enhance the education of all pupils	✓		A I R

<b>Other Requirements</b>			
Application forms should be completed in full	✓		
Personal Statement should be clear and concise	✓		
Personal Statement should address the criteria identified in the personal specification	✓		

<b>Confidential References and Reports</b>			
Written reference(s) only will be considered	✓		
References will confirm professional and personal knowledge, skills and abilities as referred to above	✓		
Positive recommendation from current employer	✓		