



Holbrook Academy

Subject Lead for Drama

Person Specification

Subject Lead	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> Graduate Qualified Teacher Status Relevant professional development 	<ul style="list-style-type: none"> Good degree Additional educational qualification
Experience	<ul style="list-style-type: none"> Effective teaching Experience of supporting the delivery of effective staff development Motivating and developing staff Coherent vision of the role of IT within the curriculum Supporting the development of whole school numeracy programmes Ability to understand the requirements of the Ofsted framework and make sound judgements using established criteria. Creating a positive and vibrant learning environment 	<ul style="list-style-type: none"> Outstanding teaching Curriculum leadership experience Leading whole team staff development Computer Science / IT curriculum development work Researching and applying best practice Parental engagement Implementing whole school numeracy programmes An understanding of the Ofsted framework and experience of making judgements using criteria Ability to decide upon appropriate actions to improve Ofsted outcomes
Skills and knowledge	<ul style="list-style-type: none"> A belief in the importance of an inclusive curriculum provision Personalised learning approaches Use of assessment to raise achievement Excellent verbal and written communication ICT for communication Current subject specific educational issues Effective time management, ability to prioritise tasks and meet deadlines Understanding of effective learning approaches and the ability to develop and implement successfully within a curriculum team 	<ul style="list-style-type: none"> Use of data to analyse and raise student performance of specific cohorts Innovative extended curriculum provision / use of external providers Student behavioural, emotional and social support Current whole school educational issues Approaches to supporting the development of community cohesion Proven ability to develop and implement effective learning strategies

Leadership	<ul style="list-style-type: none"> • Initiate and manage departmental improvement in pursuit of School aims • Lead and manage colleagues individually and within curriculum team • Take into account the views of others • Delegate, monitor, evaluate and feedback • Clear, reasoned decision making • Negotiate and consult • Secure shared vision for sustained improvement with colleagues 	<ul style="list-style-type: none"> • Leadership of departmental development and change • Develop the ownership of responsibility within teams • Able to improve the performance of an underachieving team or colleague • Innovative and creative solutions to problems • Flexible leadership styles
Personal attributes	<ul style="list-style-type: none"> • Integrity and moral courage • Positive work ethic • Identification with school aims and values • Commitment to inclusive education • Enjoy working with young people and be a positive role model recognising your status as a significant adult • Commitment to equal opportunities • Inspire students and colleagues • Energy, enthusiasm and a positive disposition • Able to work under pressure to deadlines • Self-motivating • Reliable • Adaptable • Sense of humour • Accept and use positive criticism 	<ul style="list-style-type: none"> • Aspirations and potential for further promotion

