



**KINGS LANGLEY SCHOOL
PERSON SPECIFICATION**



POST TITLE: Subject Leader of Modern Languages
DATE: April 2017

	CATEGORY/ITEM	ESSENTIAL	DESIRABLE	EVIDENCE	WEIGHTING High = 2 Low = 1
	Experience				
1	At least 3 years experience as a classroom teacher in a mainstream secondary school.	✓		AF/I	2
2	Evidence of effective teaching of French and Spanish and across key stages 3 and 4 plus French &/or Spanish at key stage 5	✓		AF/I	2
3	Previous track record of excellence in the classroom.	✓		AF/I	2
4	Prior experience of monitoring and evaluating teacher effectiveness with regard to standards and outcomes.		✓	AF/I	1
	Education and Training				
5	Appropriate degree or equivalent.	✓		AF	2
6	Qualified Teacher Status.	✓		AF	2
7	Evidence of recent personal and professional development	✓		AF/I	2
	Knowledge				
8	Excellent subject knowledge and understanding of the modern languages curriculum.	✓		AF/I	2
9	A thorough understanding of the nature of learning and its implications for the development of effective teaching and behaviour strategies.	✓		AF/I	2
10	A sound understanding of the strategies which help to raise students' attainment	✓		AF/I	2



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12	Skills/Aptitudes Excellent classroom skills.	✓		AF/I	2
13	Able to use ICT effectively both through teaching the curriculum and to support their professional role.	✓		AF/I	2
14	Display creative skills to engage, enthuse and challenge groups of students and to use questioning, explanation and feedback effectively to secure maximum progress.	✓		AF/I	2
15	The ability to understand others and create trust.	✓		AF/I	2
16	Clear and effective communication skills for a range of purposes.	✓		AF/I	2
17	Ability to form good working relationships.	✓		AF/I	2
18	The ability to work under pressure.	✓		AF/I	2
19	The ability to meet setbacks and opposition with resilience, humour and calmness.	✓		AF/I	2
	Additional Requirements				
20	Demonstrate a positive team approach to work.	✓		AF/I	2
21	Committed to continuous self-improvement.	✓		AF/I	2
22	A keen sense of professionalism.	✓		AF/I	2
23	Flexible approach to work to meet the requirements of the post.	✓		AF/I	2
24	A commitment to equal opportunities and inclusion.	✓		AF/I	2
25	A commitment to high expectations for staff and students.	✓		AF/I	2
26	Excellent attendance and punctuality record.	✓		AF/R	2
	Suitability to work with Children				
27	Valid DBS clearance.	✓		I	2
28	Valid local authority medical clearance.	✓		I	2

AF = Application Form R = Reference I = Interview and related assessment documentation