Associate Leaders: Computer Science and Digital Learning /CPD Person Specification

Attributes		Essential	Desirable
Education and Qualifications	• Honours degree or equivalent	✓	
	• Qualified teacher status	✓	
	• Evidence of commitment to continuing professional development	✓	
	• Further degree e.g. Masters		✓
	• Leadership qualifications e.g. NPQSL		✓
Professional Experience and Knowledge	• Knowledge and/or experience of teaching thinking skills and a passion for understanding cognitive neuroscience	✓	
	• Have a proven track record of using technology in the classroom and is able to showcase this experience and train others in using digital tools in the classroom	✓	
	• Ability to implement policies	✓	
	• Evidence of successful teaching experience at Key Stage 3/4	✓	
	• Evidence of successfully using a range of effective learning and teaching styles	✓	
	• Evidence of consistent and constructive marking procedures	✓	
	• Excellent classroom management skills	✓	
	• Knowledge of recent developments on teaching and learning	✓	
	• Ability to use target setting	✓	
	• Evidence of active involvement in school-wide provision or initiatives	✓	
	• Ability to evaluate learning in lessons and to train others to do; identifying clear and achievable next steps	✓	
	• Evidence of raising student achievement	✓	
	• Experience of involvement in developing and supporting colleagues through running CPD, coaching, mentoring, etc.	✓	
	• Understanding of the Ofsted framework for evaluating Teaching, Learning and Assessment	✓	
	• Overall understanding of developments affecting secondary education		
Pupils	• Ability to develop and sustain successful relationships with pupils	✓	
	• Ability to communicate effectively with parents	✓	
	• Ability to recognise individual learning needs and ensure adequate curriculum provision	✓	
		✓	
		✓	

	• Commitment to raising the achievement of all pupils of all ages and abilities	✓	
	• Ability to effectively use assessment data to inform next steps	✓	
	• Champion of student independence	✓	
	• Willingness to organise and lead trips		

Habits of Excellence	Passion for a Thinking school approach and willingness to model the 16 habits of excellence:
	
	    – Striving for accuracy
	    – Acting with empathy and understanding
	    – Metacognition/thinking about thinking
	    – Acting with persistence
	    – Managing your impulsivity
	    – Questioning and posing problems
	    – Taking responsible risks
	    – Thinking flexibly
	    – Finding humour
	    – Skills of interdependence
	    – Gathering data using all senses
	    – Creating, imagining, innovating
	    – Communicating with clarity and precision
	    – Remain open to continuous learning
	    – Applying past knowledge
	    – Responding with wonderment and awe
		✓	

Continuous Professional Development	• Evidence of participating in relevant CPD provided by the employer	✓	
	• Evidence of participation in teacher-initiated CPD	✓	
	• Evidence of leadership training		✓