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| **Knowledge and Understanding** | Outstanding knowledge of current teaching and learning developments and initiatives within the Middle Years ( MY) Phase;  Outstanding knowledge of how children learn and strategies to maintain and raise standards;  How regular reflective assessment is used for improved learning;  Ability to lead staff and bring about organisational change effectively;  Current curriculum management and the school’s role in providing for all pupils;  Understanding of how the importance of diversity, inclusion and respect within the MY setting and the wider community can be drawn upon for improved teaching and learning. |
| **Skills** | Uses enquiry into latest research, adapting relevant understanding into great classroom practices in context that meet the shared vision of the learner;  Demonstrates adaptability and outstanding skills in teaching and learning;  Demonstrates thoughtfulness and enquiry in analytical thinking for school improvement, taking effective action to raise standards;  Cooperates with and supports the work of colleagues, promoting staff development with an understanding of its relevance to school improvement and performance;  Communicates with respect and appropriate support challenge to staff or other stakeholders;  Demonstrates a strong moral purpose in the decision-making process, communicating both the positive and negative with clarity and sensitivity;  Uses IT with confidence and enthusiasm;  Demonstrates effective administration and organisational skills:  Shows evidence of active involvement in a wider community issue. |
| **Disposition** | Resilient, innovative and committed;  High standards with strong moral purpose;  Motivated to set and meet personal and professional challenges;  Adaptability to lead, build and work as part of a team (cooperate), promoting, supporting and developing a shared sense of purpose in others;  Demonstrates a positive attitude to behaviour management;  Able to be an active enquirer; to develop and action new innovative approaches to teaching, learning and leadership, seeking feedback for change on personal performance;  Respects other leaders, not afraid to challenge decision making whilst also supporting decisions taken:  Demonstrate professional conduct and manner when dealing with all members of the school community. |

# **Panaga School: Middle / Secondary Level Teachers Job Specification**