JOB AND PERSON SPECIFICATION – TEACHER

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|  | Essential | Desirable | Evidence |
| Qualifications | * Qualified Teacher Status | * Further / continued CPD | Application Form |
| Experience | * Proven ability as an excellent classroom teacher * Working effectively in a team * Proven ability to achieve and sustain high levels of pupil progress * Proven track record in leading a school development priority | * Successfully lead a team * Experience of participating in network meetings/ liaison with other schools to lead improvement | Application Form |
| Professional knowledge, understanding and skills | Have an understanding of…   * What constitutes quality and high   standards in learning and teaching   * Inclusion and strategies for   engaging all learners   * Child protection in a primary school * Achieving and sustaining high   standards   * Effective organizational skills * Ability to work well with parents and   carers | * Supporting and nurturing emotional literacy within the classroom * The importance of maintaining a high quality learning environment which supports high   standards | Letter of application  Interview  Portfolio |
| Specific knowledge understanding and skills | * Using a positive approach to   promote learning excellent behaviour   * Confident and competent user of   ICT | * Understanding of Mind set, immediate feedback and other teaching and learning strategies. | Application form  Lesson observation  Interview |
| Curriculum | * The National Curriculum and its   assessment   * Cross curricular learning and teaching * Detailed understanding of the new National Curriculum with regards to maths and the implications for teaching and assessment | * How the curriculum supports the ethos and values of a school | Letter of application  Interview  Reference |
| PROFESSIONAL  VALUES | * High expectations of everyone * Learning should be fun * Commitment to practical learning * Willingness to use variety of teaching strategies to engage all learners * Commitment to the personal welfare   and safeguarding of children   * Commitment to working collaboratively within the school and across the Crofty Trust * Demonstrate a confidence to share your own classroom practice, leading by example | * Support for an enriched   curriculum through out of  hours learning and  educational visits | Letter of application  Lesson observation  Interview  Portfolio |
| PERSONAL  QUALITIES | * Passionate about Learning and Teaching * Displays warmth, care and sensitivity in dealing with children * Open minded, self-evaluative and adaptable to changing circumstances and new ideas * Able to enthuse and reflect upon experience * Willingness to be involved in the wider life of the school * Ability to work flexibly * Ability to prioritise * Good interpersonal/communication   skills   * When all the above fail, to maintain   good sense of humour, a willingness  to learn and they will to continue to  strive for excellence | * Insight into what is important in our school * Brings personal interests   and enthusiasms to the  school community | Letter of application  Interview  Reference |

Above all, you need to like children, to want the very best for them and be prepared to put their needs first. You recognise the importance of educating the whole child, including all learners and achieving high standards, within a creative, broad and innovative curriculum.