



Carlton le Willows Academy

Person Specification – Class Teacher

Criteria	Essential	Desirable	How Identified
Qualification/Training	<ul style="list-style-type: none"> First degree or equivalent in the relevant subject(s) Recognised teaching qualification (QTS) 	<ul style="list-style-type: none"> Higher degree or other professional qualification Recent and relevant professional development 	Application form
Professional attributes	<ul style="list-style-type: none"> Record of good attendance and punctuality Hold positive values and have high expectations Has high standards and can motivate students Good knowledge and understanding of professional duties and responsibilities A demonstrable commitment to CPD Excellent communication skills Commitment to collaboration and co-operative working. Show creativity and be flexible to working practices Willing to act upon advice and feedback Openness to coaching and mentoring. 	<ul style="list-style-type: none"> Evidence of significant contribution to the development, implementation and evaluation of policies and practices Evidence of involvement in/contribution to activities outside the classroom. 	Application form Interview References
Professional knowledge and understanding	<ul style="list-style-type: none"> Good, up-to-date knowledge and understanding of how to personalise learning, including for those with EAL, or who have SEND Know the assessment requirements for the subject Know how to assess, monitor progress and provide accurate and constructive feedback Has a secure knowledge and understanding of their subject curriculum and related pedagogy Use literacy, numeracy and ICT skills to support their teaching and other wider professional activities Takes account of diversity and promotes equality and inclusion in teaching, drawing on knowledge of specialists as required 	<ul style="list-style-type: none"> Has extensive, knowledge and understanding of how to personalise learning Has developed knowledge of the assessment requirements and arrangements for the subject Shows understanding of different types of subject qualifications and specifications Demonstrable evidence of improving assessment practices Deep knowledge and understanding of their subject curriculum and related pedagogy Can give advice on personal development and well-being 	Application form Interview References

Criteria	Essential	Desirable	How Identified
	<ul style="list-style-type: none"> Know and can follow safeguarding procedures 		
Professional skills	<ul style="list-style-type: none"> Plan effectively across the age and ability range Plan, set and assess homework to sustain progress or extend and consolidate learning Teach challenging, well-organised lessons and sequences of lessons across the age and ability range Teach engaging and motivating lessons Able to accurately assess, monitor and provide feedback Review effectiveness of own teaching and its impact, refining approaches where necessary Review the impact of feedback and guide learners on how to improve their attainment Establish a purposeful and safe learning environment, managing learners' behaviour constructively and promoting self-control, independence and cooperation Work as a team member, managing their workload and sharing the development of effective practice 	<ul style="list-style-type: none"> Led planning within and between subjects Be showing creative, flexible and adept in lesson planning Have teaching skills which lead to learners achieving well relative to their prior attainment Promote collaboration and work effectively as a team member Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback 	Application form Interview References