

## **PERSON SPECIFICATION**

### **Teacher**

The successful candidate will be able to demonstrate the following attributes and skills at a high level.

#### **Professional attributes**

- Must be DBS enhanced cleared
- Must be Children's Barred List cleared
- Carrying out all aspects of high quality teaching and learning to support students with LD's, ASD,ADHD and similar conditions
- Personal organisation
- Commitment to the school
- Ability to evaluate own performance
- Commitment to professional development
- Target setting- use of AfL, APP,CASPA & RAISE analysis as applicable
- Management of resources
- Time management
- Knowledge of special educational needs
- Very regular use of ICT including use of interactive whiteboards and other devices
- Willingness to undertake all applicable CPD
- Ability to strongly support outstanding behaviour across the school
- Use of the wider community to support teaching and learning including off site activities
- Being a team player
- Participation in the school's performance management appraisal procedures
- Management of allocated budgets
- Participation in regular lesson observations including peer observations
- Agreeing to all policies, procedures and standards

#### **Teaching skills**

- Structured class management
- Resource management
- Environment and display
- Motivation of pupils
- Response to difficulties
- Lead a curriculum subject
- Teamwork including appropriate deployment of TAs, curriculum development with others
- Contributing to reports as needed
- High quality teaching to student targets

- Writing a brief report for the leadership team and Governors twice yearly using approved pro forma

### **Planning for learning**

- Differentiation
- Planning small steps for progress
- Setting realistic yet challenging student targets, carrying out work to support them
- Numeracy
- Literacy
- Assessment in line with the school's policy and procedures
- Target setting. Use of CASPA and other data, participation in student assessment
- Use of agreed strategies to support students with ASDs and other complex needs

### **Performance Management**

- Undertake appraisal with up to four annual targets related to your responsibilities, the SDP and the SEF. CPD will be a part of the objectives
- You may be the appraisal reviewer for other teachers and support staff for which appropriate CPD will be offered.