| **Post: Teacher of Art** | | | |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualifications** |  |  |  |
| * Qualified teacher status. * NQT status | **✓** |  |  |
| * First degree or equivalent | **✓** |  |
| * Evidence of further professional development |  | **✓** |
| **Experience** |  |  |  |
| * A successful record of teaching in a secondary school |  | **✓** | Letter of application |
| **Philosophy** |  |  |  |
| * Commitment to the aims of the School | **✓** |  | Application form and letter of application |
| * Commitment to continuous improvement and sharing of good practice | **✓** |  |
| **Key Skills, attributes and personal qualities** |  |  |  |
| * An excellent classroom practitioner | **✓** |  |  |
| * Communicate effectively and have good interpersonal skills | **✓** |  | Lesson Observation  Interview  Reference |
| * Work collaboratively and effectively as a member of teams | **✓** |  |
| * Use own initiative and work flexibly | **✓** |  |
| * Able to form and maintain appropriate professional relationships and boundaries with staff and pupils | **✓** |  |
| * A commitment to inclusive learning | **✓** |  |
| * The ability to motivate and inspire pupils. | **✓** |  |
| * Ability to plan and organise time effectively, work under pressure and meet deadlines while managing own workload | **✓** |  |
| * Competent use of ICT skills to support learning and maintain electronic information systems e.g. SIMs | **✓** |  |
| * Understand monitoring and evaluating systems in a secondary school setting | **✓** |  |
| * Contribution to extra-curricular activities |  | **✓** |
| **Professional Knowledge/Understanding** | **Essential** | **Desirable** |  |
| * Knowledge of current educational issues including national policies relevant to the subject(s). | **✓** |  |  |
| * Secure knowledge of the characteristics of effective learning, teaching and assessment | **✓** |  |
| * A proven track record in improving results and ensuring students make ambitious levels of progress. | **✓** |  |
| * The ability to implement clear, consistent and effective approaches to learning, securing excellent relationships and behaviour in line with the school’s behaviour policy | **✓** |  |
| * A clear understanding of pupil assessment and target setting for individual pupil improvement and how that analysis contributes to high standards | **✓** |  |
| * An expectation that all Teachers’ Standards are met | **✓** |  |

**For information:**

**Category (E) – ESSENTIAL - without which the candidate would be unable to carry out the duties of the post**

**Category (D) – DESIRABLE FEATURES which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience etc.**

**NQT applicants might not have had the opportunity to demonstrate all of the above. They should, however, detail in any application opportunities they have had to apply any of above to their teaching or placements**