

Horspath CofE Primary School

Appointment of Class Teacher, Curriculum Lead and TLR for Key Stage 2 Selection Criteria

	Essential	Desirable	Evidence from
Relevant Qualification	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Further qualifications and/or studies relevant to the age range 	<ul style="list-style-type: none"> Application form; letter; interview; references
Experience	<ul style="list-style-type: none"> Minimum 2 years' experience teaching Evidence of recent lesson observations at consistently good or outstanding level (within the last 12 months) Recent evidence of making a significant impact to progress and attainment of pupils 	<ul style="list-style-type: none"> Experience of new SATs arrangements for KS1 and 2 	<ul style="list-style-type: none"> Application form; letter; interview; references
Curriculum Knowledge	<ul style="list-style-type: none"> An excellent knowledge and understanding of the Primary Curriculum An understanding of how to develop links between subjects through creativity An ability to apply ICT to planning, teaching, learning and assessment Experience of effective Subject Leadership in the Primary Curriculum Good knowledge and understanding of the National Curriculum and national strategies 	<ul style="list-style-type: none"> Knowledge and/or experience of recent educational initiatives 	<ul style="list-style-type: none"> Application form; letter; interview
Teaching and Assessment	<ul style="list-style-type: none"> Have high expectations of all pupils in terms of pupil progress and behaviour Effectively manage support staff in the classroom so that all adults contribute effectively to support pupils' learning Excellent classroom organisation and management Plan sequences of lessons with clearly differentiated learning objectives, linked to prior attainment which meet the needs of individual learners Demonstrate that a range of Assessment for Learning practices are consistently embedded in lessons Use a range of strategies to provide feedback to pupils Closely assess, track, record and report pupil progress Demonstrate effective use of a range of summative and formative assessment methods 		<ul style="list-style-type: none"> Application form; letter; interview
Professional Development	<ul style="list-style-type: none"> Has taken responsibility for personal professional development and used the outcomes to support teaching and learning Supported and implemented an initiative or school improvement in school 	<ul style="list-style-type: none"> Evidence of continuous INSET and commitment to further professional development Other relevant training, e.g. First Aid/Safeguarding 	<ul style="list-style-type: none"> Application form; letter; interview

	Essential	Desirable	Evidence from
Skills/Knowledge	<ul style="list-style-type: none"> Promote the school's aims positively and use effective strategies to monitor motivation and morale Develop good personal relationships within a team Establish and develop close relationships with parents, governors and the community Create a calm, happy, challenging and effective learning environment Understand and be responsive to the needs of individual children Excellent written and oral communication skills Excellent presentation and inter-personal skills Excellent time and task management skills Knowledge and understanding of the use of ICT in the classroom Promote SMSC within the classroom and throughout the school 		<ul style="list-style-type: none"> Application form; letter; interview
General: including Safeguarding	<ul style="list-style-type: none"> Demonstrate commitment to Equality and Diversity Demonstrate an understanding of safeguarding and child protection Have a commitment to and participate in the wider life of the school, including some extra-curricular activities Show a commitment to work within the guidelines laid out by agreed school policies 		<ul style="list-style-type: none"> Letter; interview
Leadership qualities	<ul style="list-style-type: none"> Experience/involvement in school self-evaluation and development planning Experience of effectively leading an area of Curriculum Development Proven track record of having made a significant impact, as a leader, on the educational progress of pupils A proven track record of successfully leading, developing and enhancing the teaching practice of other staff members Ability to contribute to SLT monitoring, school self-evaluation and school development planning 	<ul style="list-style-type: none"> Experience of leading a Key Stage 	<ul style="list-style-type: none"> Application form; letter; interview; references
Personal Characteristics	<ul style="list-style-type: none"> Ability to lead and inspire staff Personal impact and a sense of humour Committed Enthusiastic and well-motivated Organised Ability to work as part of a team Positive Creative and flexible Resilient Make a positive contribution to the wider life and ethos of the school and a willingness to support PTA events/meetings 		<ul style="list-style-type: none"> Application form; letter; interview