

**APPOINTMENT OF TEACHER**

**PERSONAL SPECIFICATION/SELECTION CRITERIA**

**A. TRAINING AND QUALIFICATIONS**

|  |  |  |
| --- | --- | --- |
|  | **Essential/Desirable** | **Evidence** |
| Qualified teacher status | E | Application |
| Degree | E | Application |
| Recent participation and contribution to a range of relevant training and school based initiatives | E | Application |

**B. EXPERIENCE OF TEACHING AND EDUCATIONAL MANAGEMENT**

|  |  |  |
| --- | --- | --- |
|  | **Essential/Desirable** | **Evidence** |
| Effective teacher with a recent proven track record of outstanding teaching and learning and pupil outcomes in KS2. | E | Application/Interview/ Reference |
| Experience in teaching a range of pupil abilities and meeting individual needs | E | Application/Interview/ Reference |
| Experience of teaching under the national curriculum for England | E | Application/Interview/ Reference |
| Experience of leading a high priority school improvement area that demonstrated significant impact on pupils and pupil outcomes | D | Application/Interview/ Reference |
| Experience of using effective ‘assessment for learning’ strategies to enhance learning | E | Application/Interview/ Reference |
| Experience of using technology to enhance teaching, learning and assessment. | E | Application/Interview/ Reference |

**C. PERSONAL KNOWLEDGE AND UNDERSTANDING**

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the phase:

|  |  |  |
| --- | --- | --- |
|  | **Essential/Desirable** | **Evidence** |
| Pupils’ educational development | E | Application/Interview/ Reference |
| Curriculum and assessment | E | Application/Interview/ Reference |
| Effective teaching and learning strategies | E | Application/Interview/ Reference |
| Local and national policies | E | Application/Interview/ Reference |

**D. PERSONAL ATTRIBUTES**

Applicants should be able to demonstrate a high level of ability in the following areas:

|  |  |  |
| --- | --- | --- |
|  | **Essential/Desirable** | **Evidence** |
| Is an effective team member who is developing leadership skills | E | Application/Interview/ Reference |
| Evaluates and reflects on own teaching for improvement. | E | Application/Interview/ Reference |
| Responds positively and pro-actively to feedback. Can demonstrate that advice has been sought and utilized effectively to improve outcomes for pupils in different situations. | E | Application/Interview/ Reference |
| Is consistent in response to children and adults promoting appropriate relationships (e.g. behaviour management, parent relationships) | E | Application/Interview/ Reference |
| Is well organized with regard to time management, effective deadlines and paperwork. | E | Application/Interview/ Reference |
| Is an effective communicator with pupils, staff and other adults - including parents | E | Application/Interview/ Reference |
| Has passion, enthusiasm and commitment. | E | Application/Interview/ Reference |
| Is willing to participate in school extra- curricular activities e.g. PTA, after-school clubs etc. | E | Application/Interview/ Reference |