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| --- | --- | --- | --- | --- | --- |
|  | Lead Practitioner  Person Specification |  |  |  |  |
|  |  | **Essential** | **Desirable** | **A/C/I/R** |  |
| Qualifications | Degree or equivalent in appropriate subject  Qualified teacher status  Further higher qualifications | \*  \* | \* | A/C  A/C  A/C |  |
| Relevant Experience | Successful teaching experience across a range of age and ability ranges  Strongly evidenced record of producing excellent results and rates of progress at GCSE and A level with own groups  Evidence of contributing to the raising levels of attainment of others’ groups at GCSE and A level  Successful track record of coaching and or mentoring colleagues  Successful track-record of leadership of improvements in colleagues’ teaching and learning | \*  \*  \*  \* | \*  \* | A/I/R  A/I/R  A/R  A/R  A/R |  |
| Knowledge | Up to date knowledge in the curriculum area  Understanding of the strategies needed to establish consistently high aspirations and rates of progress  Knowledge of current assessment practices  Ability to analyse performance and assessment data in order to track student progress and plan suitable interventions | \*  \*  \* | \* | A/I/R  A/I  A/I  A/I/R |  |
| Skills and Abilities | Excellent classroom teacher  A commitment to the use of a range of teaching and learning styles appropriate to the age and development of students  Effective and systematic behaviour management  Understands and interprets complex data to drive student attainment  Clarity of vision for the development of the subject area  Good communication, planning and organisational skills  Good management and leadership skills | \*  \*  \*  \*  \* | \*  \* | A/I/R  A/I/R  A/I/R  A/I/R  A/I  A/I/R  A/I/R |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
| Personal Attributes | Demonstrates resilience, motivation and commitment to driving up standards  Commitment to raising aspirations of students and colleagues  Good health and attendance record  Commitment to the safeguarding, welfare and equality of opportunity of all students  Flexibility, passion, and a sense of humour | \*  \*  \*  \*  \* |  | A/I/R  A/I/R  R  A/I/R  A/I/R |  |
|  |  |  |  |  |  |

A = application form, C = certificates, I = interview, R = references