

## Person Specification

### Leading Practitioner Spine

<b>Post title:</b>	Leading Practitioner Spine
<b>School:</b>	Walton High
<b>Grade:</b>	Scale A - E
<b>Line manager/s:</b>	Directors/Leading Teacher/Subject Leader

#### Qualifications

1. A good honours degree in a discipline relevant to the post applied for.  
*(application form; pre-employment documentation)*
2. Qualified teacher status or recognised equivalent.  
*(application form; pre-employment documentation)*

#### Experience

3. **Highly successful teaching experience over a sustained period with the age range and subject(s) applied for.**  
*(application form; letter; interview; references)*
4. **Delivering consistently outstanding lessons that has secured excellent value added outcomes for all students.**  
*(letter; interview; references)*
5. **Working effectively with other teachers to improve the quality of teaching and learning beyond own classes.**  
*(letter; interview; references)*
6. **Making a positive and substantial contribution to the wider life of a school.**  
*(letter; interview; references)*

#### Knowledge and skills

The ability to effectively:

7. **Create a stimulating and safe learning environment.**  
*(letter; demonstration lesson; interview; references)*
8. **Establish and maintain a purposeful working atmosphere.**  
*(demonstration lesson; interview; references)*
9. **Plan, prepare and deliver the curriculum as relevant to the age, ability and subject taught, other relevant initiatives and the school's own policies.**  
*(letter; demonstration lesson; interview; references)*
10. **Assess and record the progress of students' learning to inform next steps and monitor progress.**  
*(letter; demonstration lesson; interview; references)*
11. Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom.

*(demonstration lesson; interview; references)*

**12. Teach using a wide variety of strategies to maximise achievement for all students including high achievers and those with special educational needs, disabilities and/or EAL.**

*(letter; demonstration lesson; interview; references)*

**13. Encourage students in developing self-esteem and respect for others.**

*(demonstration lesson; interview; references)*

**14. Deploy a wide range of effective behaviour management strategies.**

*(demonstration lesson; interview; references)*

**15. Communicate to a range of audiences - verbal, written, using ICT as appropriate.**

*(demonstration lesson; interview; references)*

**16. Use ICT to advance pupils' learning, and use common ICT tools for their own and students' benefit.**

*(letter; demonstration lesson; interview; references)*

### **Commitment**

Demonstrate a commitment to:

- a. promoting the Trust's and school's vision and ethos
- b. high quality, stimulating learning
- c. relating positively to and showing respect for all members of the school and wider community
- d. on-going professional self-development
- e. safeguarding and child protection
- f. equalities

**N.B. Candidates who apply for the post of upper pay range teacher will be asked to write a letter of application to show how they meet the Person Specification criteria in BOLD and how their examples demonstrate impact on students' achievements.**

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*Walton High was established with the intention of innovating, continually drawing on best practice and being open-minded to new ideas and situations. We are genuinely interested in distinctive and dynamic methods of teaching and learning.*

*We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment.*

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