

SCHOOL PERSON SPECIFICATION

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POSITION: Phase Leader

GRADE: MPS/UPS + possible TLR

RESPONSIBLE TO: Headteacher

CRITERIA

You must demonstrate on your application form that you meet the following essential criteria. You should demonstrate on your application form how you meet this Essential Criteria

EDUCATION AND EXPERIENCE

1. Qualified Teacher Status – with at least 3 years primary teaching experience
2. Evidence of continuing and recent professional development relevant to the post
3. Recent highly effective experience of teaching in the relevant phase in mainstream classrooms, including planning and assessment, delivery, working with additional adults and taking responsibility for their performance in the classroom
4. Experience of outstanding subject or team leadership

PERSONAL QUALITIES

5. Proven experience of raising standards for all pupils, including underachieving pupils
6. Successful experience of aspects of leading a team in curriculum or other school wide initiatives
7. Good understanding and use of assessment, including target setting and tracking
8. The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high attainment and progress
9. Clear understanding of data analysis and the important impact this can have on achievement and attainment
10. Able to use and disseminate effective primary teaching and learning strategies used to raise pupil attainment and achievement

LEADERSHIP

11. Ability to effectively support colleagues in raising standards of teaching and learning
12. Ability to create and maintain a positive team spirit delegating, negotiating and challenging where necessary, with sensitivity
13. Ability to develop the long term capabilities of others by collaborating with and motivating colleagues

14. Boundless enthusiasm, determination and drive to inspire others to achieve high standards
15. An appetite and stamina for challenging work
16. A solution-focused mindset and a determined “no-excuses” approach to raising standards
17. A lively, creative, good-humoured approach to all aspects of teaching, management & leadership
18. Good knowledge and understanding of effective team leadership and management and how this must focus on raising standards and school improvement

COMMITTMENT TO EXCELLENCE

19. Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and standards
20. Ability to implement and lead whole school initiatives and manage change

INTERPERSONAL SKILLS

21. Experience of promoting highly effective communications within and between teams and other stakeholders in the school community
22. Good understanding of the role of parents and the community in school improvement and how this can be practised and developed
23. A personable nature to build effective relationships with parents/members of the community

BEHAVIOUR AND ETHOS

24. Experience of promoting positive behaviour conducive to learning, focused on raising standards.
25. Ability and willingness to promote the school’s aims and the positive culture and ethos.

EQUAL OPPORTUNITY

26. Understanding of equality of opportunity issues and how they can be effectively addressed in schools
27. An understanding of the responsibility of the class teacher with regard to the health and safety of pupils in their care.