Quarrydale Academy

Aspire, Believe, Succeed

PERSON SPECIFICATION – CLASSROOM TEACHER

Criteria	Essential	Desirable	How Identified
Qualification/Training	• A degree in the relevant subject(s) • Recognised teaching qualification or working towards recognised teaching qualification.	• Higher degree or other professional qualification • Recent and relevant professional development	Application form
Professional attributes	• Record of good attendance and punctuality • Hold positive values and have high expectations • Has high standards and can motivate students • Good knowledge and understanding of professional duties and responsibilities • A demonstrable commitment to CPD • Excellent communication skills • Commitment to collaboration and co-operative working. • Show creativity and be flexible to working practices • Willing to act upon advice and feedback • Openness to coaching and mentoring.	• Evidence of significant contribution to the development, implementation and evaluation of policies and practices • Evidence of involvement in/contribution to activities outside the classroom.	Application form Interview References
Professional knowledge and understanding	• Good, up-to-date knowledge and understanding of how to personalise learning, including for those with EAL, or who have SEN • Know the assessment requirements for the subject • Know how to assess, monitor progress and provide accurate and constructive feedback • Has a secure knowledge and understanding of their subject curriculum and related pedagogy	• Has extensive, knowledge and understanding of how to personalise learning • Has developed knowledge of the assessment requirements and arrangements for the subject • Shows understanding of different types of subject qualifications and specifications • Demonstrable evidence of improving assessment practices	Application form Interview References

Criteria	Essential	Desirable	How Identified
	• Use literacy, numeracy and ICT skills to support their teaching and other wider professional activities • Takes account of diversity and promotes equality and inclusion in teaching, drawing on knowledge of specialists as required • Know and can follow safeguarding procedures	• Deep knowledge and understanding of their subject curriculum and related pedagogy • Can give advice on personal development and well-being	
Professional skills	• Plan effectively across the age and ability range • Plan, set and assess homework to sustain progress or extend and consolidate learning • Teach challenging, well-organised lessons and sequences of lessons across the age and ability range • Teach engaging and motivating lessons • Able to accurately assess, monitor and provide feedback • Review effectiveness of own teaching and its impact, refining approaches where necessary • Review the impact of feedback and guide learners on how to improve their attainment • Establish a purposeful and safe learning environment, managing learners' behaviour constructively and promoting self-control, independence and cooperation • Work as a team member, managing their workload and sharing the development of effective practice	• Led planning within and between subjects. Creative, flexible and adept in lesson planning • Have teaching skills which lead to learners achieving well relative to their prior attainment • Promote collaboration and work effectively as a team member • Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback	Application form Interview References