



**THE OLDHAM
ACADEMY**

Person Specification

1. Qualification

QTS status.

2. Knowledge and Understanding

1. A clear and well-thought out understanding of current educational issues, theory and practice.
2. Have a detailed knowledge of the relevant aspects of the students' National Curriculum and other statutory requirements.
3. Have a secure knowledge and understanding of their specialist subject(s).
4. Understand progression in their specialist subject(s).
5. Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in their specialist subject(s).

3. Planning and setting expectations

1. Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught.
2. Set appropriate and demanding expectations for students learning and motivation. Set clear targets for students learning, building on prior attainment.
3. Identify students who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Education Plans (IEPs).
4. Plan effectively to meet the needs of students with a range of abilities in a mixed ability setting.

4. Teaching and managing student's learning

1. Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.
2. Use teaching methods which keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
3. Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.

5. Assessment and evaluation

1. Assess how well learning objectives have been achieved and use this assessment for future



THE OLDHAM ACADEMY NORTH

teaching.

2. Mark and monitor students' work providing constructive oral and written feedback, setting targets for students' progress.
3. When applicable, understand the demands expected of students in relation to the National Curriculum and Key Stage 4 courses.

6. Student achievement

1. Secure progress towards student targets by using appropriate assessment for learning strategies.

7. Relations with parents and the wider community

1. Know how to prepare and present informative reports to parents/carers.
2. Recognise that learning takes place outside the school context and provide opportunities to develop students understanding by relating their learning to real and work-related examples.
3. Understand the need to liaise with agencies responsible for students' welfare.

8. Managing own performance and professional development

1. Understand the need to take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.
2. Understand their professional responsibilities in relation to school policies and practices.
3. Set a good example to the students they teach in their presentation and their personal conduct.
4. Evaluate their own teaching critically and use this to improve their effectiveness.

9. Managing and developing staff and other adults

1. Establish effective working relationships with professional colleagues including, support staff and beginning teachers.