



Person Specification - Teacher with TLR for English or Maths

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status. Evidence of continued professional development and a commitment to further training and study. 	<ul style="list-style-type: none"> Advanced qualification such as a Post-graduate Certificate or NPQML, NPQSL.
Leadership and Management	<ul style="list-style-type: none"> Lead by example, having high personal standards and clear expectations. Have recent and successful experience leading and managing a major school initiative. Able to inspire, motivate and develop staff. Have the ability to monitor, evaluate and improve the quality of teaching and learning. Be able to demonstrate effective curriculum, leadership and management. A secure knowledge of safeguarding procedures. 	<ul style="list-style-type: none"> Have experience of effective performance management of staff. Have experience of School Self Evaluation. Have experience of tracking and analysing data – showing experience of effective use of comparative data for benchmarking and target setting to raise standards and improve pupil progress. Have experience as a member of a Senior Leadership Team. Has a proven track record of improving assessment outcomes at end of Key Stage 2
Teaching and Learning	<ul style="list-style-type: none"> A proven track record of raising attainment and achievement of pupils. Have significant experience of supporting/working with children with a range of SEND. Proven success at devising personalised learning outcomes for pupils. Have a good understanding and experience of Assessment for Learning strategies. Have a clear understanding of the importance of developing the "whole child". Able to maintain high standards of behaviour and discipline with the framework of a positive behaviour management policy. 	<ul style="list-style-type: none"> Teaching across the Primary age range, ideally in more than one school. The effective, creative use of ICT, including an interactive whiteboard, to enhance classroom teaching.

Skills and Abilities	<ul style="list-style-type: none">· Be thoughtful, reflective, approachable and a good communicator.· Have good time management skills.· Show an ability to take difficult decisions and convey outcomes clearly and sensitively.· Able to present effectively, both orally and in writing.· Able to relate well to all members of the school community and the ability to motivate others.· Energy, enthusiasm and perseverance.· Adaptable and versatile approach.· Self-motivated and innovative.	
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