

PERSON SPECIFICATION - OUTSTANDING TEACHER & CORE SUBJECT LEADER

All post-holders are expected to demonstrate a commitment to Equal Opportunities and a proven ability to work effectively in culturally and linguistically diverse classrooms. This person specification is related to the requirements of the post as determined by the job description. When completing the supporting statement applicants should address each of the selection criteria with clear evidence of success

Shortlisting	
Essential	<p>Training & Qualifications</p> <p>1. Qualified Teacher Status</p> <p>2. Evidence of continuing and recent professional development relevant to the post</p>
Essential	<p>Knowledge and understanding</p> <p>1. Insight and understanding of the importance of an engaging, relevant and creative Maths curriculum that inspires and motivates learners to make progress and achieve high standards.</p> <p>2. The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high attainment and progress.</p> <p>3. Understanding of a diverse range of teaching and learning styles and techniques.</p> <p>4. Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards.</p> <p>5. Good understanding of effective procedures for managing and promoting positive behaviour among pupils.</p> <p>6. Good understanding of the role of parents and the community in school improvement and how this can be practised and developed.</p> <p>7. Clear understanding of data analysis and the important impact this can have on achievement and attainment.</p>
Desirable	<p>Experience</p> <p>1. Experience of outstanding core subject leadership.</p> <p>2. Proven ability to make a positive impact in leading a subject or area beyond own class and successfully developing staff through leading in serve training.</p> <p>3. Proven record of raising standards for all pupils, including underachieving pupils.</p> <p>4. Experience of promoting positive behaviour conducive to learning, focused on raising standards.</p> <p>5. Experience of promoting highly effective communications within and between teams and other stakeholders in the school community.</p>
Essential	<p>Characteristics and Competencies</p> <p>1. Ability and willingness to promote the school's aims and the positive culture and ethos.</p> <p>2. Ability to implement and lead whole school initiatives and support colleagues to raise standards through effective CPD and increased subject knowledge and skills.</p> <p>3. Ability to develop good personal relationships within a team; making an effective contribution to high morale.</p> <p>4. Ability to establish and develop close relationships with parents, governors and the community.</p> <p>5. Ability to communicate effectively (both orally and in writing) to a variety of audiences.</p> <p>6. Ability to create a happy, challenging and effective learning environment</p> <p>7. Boundless enthusiasm, determination and drive to inspire others to achieve high standards</p> <p>8. An appetite and stamina for challenging work</p> <p>9. A solution-focused mind-set and determined "no-excuses" approach to raising standards</p> <p>10. A personable nature to build effective relationships with parents and all members of the school community</p> <p>11. A lively, creative and good-humoured approach to all aspects of teaching, management and leadership</p>