

## Model Person Specification –Teacher with TLR Responsibility, Community School

### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

1	A DCSF recognised and relevant teaching qualification.
2	A BA/BSc Degree in the subject area (or related to the subject area) or relevant in depth knowledge of Primary education.
3	A demonstrable and proven track record of achievement in teaching Key Stage 2.
4	A good, up to date knowledge and understanding of Primary curriculum.
5	Experience of effective leadership of within a Primary/First School setting, preferably Key Stage 2.
6	Experience of managing teaching and support staff.
7	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
8	Experience of assessment within a Primary/First School and proven ability to use data to inform teaching and identify strengths and areas for development.
9	Good written communication skills
10	Evidence of appropriate, relevant and on-going professional development and training.

#### Desirable

11	Other interests / expertise that would benefit learners and the school.
12	Experience of working as part of a School Leadership Team.
13	Experience of developing and delivering in service training for staff

### Part B: Assessment Stage

Items 1 - 8 of the application stage criteria and the criteria below will be further explored at the assessment stage:

#### Essential

1	An ability to motivate, support and monitor teaching staff to ensure that standards are raised and targets and priorities of the school are achieved.
2	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress in Key Stage 2.
3	A knowledge and understanding of the school self assessment process.
4	Able to communicate effectively with children, staff and parents/carers.
5	Able to engage and motivate learners.
6	Have positive values, attitudes and have high expectations for learners.
7	Be aware of current legislation, policies and guidance on the safeguarding of

	learners and the promotion of their well-being.
8	Able to work collaboratively as member of a team, (and as a leader of a team), and contribute to the professional development of colleagues, including the sharing effective practice.
9	Able to plan, organise and prioritise and manage time effectively.
10	Good verbal, interpersonal and leadership skills.

### Desirable

11	A willingness and / or ability to teach across the primary age range
12	A willingness and / or ability to contribute to extra curricular activities.
13	A willingness and / or ability to contribute to whole school development initiatives / school improvement planning.
14	Able to use ICT knowledge and skills in the learning environment.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	No
Written task	Yes	Other (specify)	Yes/No

### Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Qualified teacher Status with professional registration with the General Teaching Council for England
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance
7	A good attendance record