

Attributes	Essential	Desirable
<b>Qualifications and CPD</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Evidence of recent professional development</li> <li>• Evidence of DBS clearance</li> </ul>	
<b>Experience and Skills</b>	<ul style="list-style-type: none"> <li>• Evidenced practice as an outstanding teacher over a prolonged period;</li> <li>• Teaching experience within the Primary age range (KS1 and KS2);</li> <li>• Evidence of designing and developing resources to support learning across subject areas and to match a range of needs;</li> <li>• Successful promotion of behaviour management strategies;</li> <li>• The ability to analyse, interpret and act on assessment information;</li> <li>• Experience of working with other agencies / organisations;</li> <li>• The ambition to move into more senior school leadership.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of subject leadership;</li> <li>• Evidence of contributing to and leading school improvement strategies;</li> <li>• Evidence of monitoring teaching and learning alongside senior leaders to impact progress;</li> <li>• A proven ability to raise standards in classrooms other than their own;</li> <li>• Evidence of mentoring colleagues;</li> <li>• The ability to lead CPD (whole school/group/individual) to drive improvement;</li> <li>• Evidence of using the OFSTED framework for school self-evaluation.</li> </ul>
<b>Improving teaching and learning</b>	<ul style="list-style-type: none"> <li>• An ability to model outstanding teaching;</li> <li>• Addresses the personalised learning needs of all pupils and groups;</li> <li>• Implements school strategies for promoting excellence and challenging underperformance;</li> <li>• Has a detailed knowledge and understanding of the National Curriculum and key attainment expectations expressed as 'age-related expectations,' particularly in English;</li> <li>• Knowledge of how to use marking and assessment to set targets and inform next step planning of learning - particularly in English.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to think strategically, to build and communicate a coherent vision for the development of English.</li> <li>• Inspires, challenges, motivates and empowers others to carry a vision forward.</li> <li>• Evidence of setting and achieve ambitious, challenging goals and targets.</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Passionate about learning and teaching;</li> <li>• Open minded, reflective and adaptable;</li> <li>• Has a commitment to an open, fair, equitable school culture for all;</li> <li>• Able to take responsibility for continuing professional development for self and others;</li> <li>• Able to work effectively as part of teams at all levels;</li> <li>• Able to establish effective working relationships with all stakeholders;</li> <li>• Prioritise and manage own work load effectively;</li> <li>• Use technology effectively within teaching and for own administration;</li> <li>• Models the values and vision of the school.</li> </ul>	<ul style="list-style-type: none"> <li>• Able to work independently, proactively and with an analytical approach.</li> <li>• Good organisational and personal management skills</li> <li>• Able to embrace change and help others to manage the change process.</li> <li>• Willingness to participate in the life and extra-curricular activities of the school.</li> </ul>