**Isbourne Valley School**

**Class Teacher Person Specification**

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| **Essential** | **Desirable** | **How it will be assessed** |
| **Application**Application FormFully supported in reference |  | Supporting letterApplication formReferencesInterview |
| **Qualifications and Experience**Qualified to degree level including Qualified Teacher StatusHave teaching experience in a primary school setting |  Experience across the primary School age range | Application formReferencesInterview |
| **Professional Knowledge and Experience**Excellent class teacher with a thorough understanding of an effective curriculum and a commitment to the highest standards of teaching and learningA clear understanding of how young children learn and the ability to plan for effective and high quality teaching and learning An understanding of the principles and practices of observations, assessment and planning and how these can be used effectively to maximise pupil progress for all groups of children The ability to meet all children’s needs to ensure every child makes good progress Be able to manage behaviour effectively using a range of strategiesExperience of planning and organising an enabling learning environment inside and outsideA positive approach to the outdoors and the ability to use the outdoor environment to support children across all areas of learningLead by example through consistently high quality practice in all areasThe ability to maintain professional and positive relationships with children, staff, parents, governors and external agencies | The ability to contribute to the development of an area of learningAwareness and understanding of current educational trends and issues, including national policies, priorities and legislationHave experiences of working with children with SEND  | Application formReferencesInterview |
| **Professional skills**Demonstrate the skills of a good teacherCreate a happy, challenging and effective learning environment Work collaboratively and supportively with colleagues within the school, other local schools and outside agenciesThe ability to respond to challenges with optimismBe committed to continual personal and professional development. To be reflective and learn from past experiencesBe committed to equality, diversity and the inclusion of allBe able to communicate clearly both orally and in writingMonitor, assess and develop teaching practicePromote innovative practiceAbility to support and enable staff development through coaching and mentoring |  | Application formReferencesInterview |
| **Personal Characteristics**Have an excellent attendance record and be reliable with a high degree of integrityFriendly and approachable with excellent interpersonal skills when dealing with others on all levelsWell-organised, enthusiastic, energetic and flexibleManage time effectivelyResilient and demonstrate the ability to work under pressureValue and respect the views of childrenSelf-motivated and able to take initiative and responsibilityA willingness to learn with and from colleaguesA commitment to take part in all aspects of the life of the School including meetings, training, special events and other activities as requiredAdhere to the School’s code of conduct, policies and procedures | Proactive in maintaining own professional development and can seek help from others when needed | Application formReferencesInterview |