

Employee Specification for the post of : Cover Teacher at Millstead School

Salary Range: M1 -M6 + 1 SEN Point

Attributes	Essential	Desirable (related to Teachers' Standards due to pay range possibilities)	How Identified
Qualifications	Qualified teacher status.	Evidence of continuing professional development. Advanced qualification in SEN. Ability to contribute to development of others.	Application Production of Certificate. References
Experience	Experience of teaching in an early years and/or primary setting. Experience of working in a special school environment. Up-to-date knowledge and understanding of curricular pedagogy for pupils with SLD /ASC. Demonstrate a sound understanding of the philosophy of play-based learning, planning and delivering effective holistic learning opportunities. Consistently and effectively use a range of strategies to engage pupils in learning and to support the positive management of behaviour. Able to monitor and assess holistic development and progress.	Excellent skills in teaching pupils with severe learning difficulties/profound & multiple learning difficulties and autism. Evidence of working closely with parents & families and responding to their needs. Evidence of working closely with other professionals. Evidence of relevant contributions to developing and/or implementing school improvement plans.	Application References Interview Lesson observation
Skills	Excellent communication and interpersonal skills. Excellent attendance, punctuality and reliability. A 'can do' approach to initiatives. Ability to motivate and inspire a team. Ability to use an appropriate range of ICT resources to support communication, teaching & learning and curriculum access.	Ability to support the total communication environment across the school. Ability to produce personalized education/positive management plans following assessment and collaboration with other professionals. Commitment to developing mobility of pupils with physical needs. The ability to lead and manage a curriculum subject or area of SEND specialism.	Application References Interview Lesson observation
Personal Qualities	Personal impact and presence in the classroom. Reliability, dedication and integrity. Resilient with the ability to work under pressure. Self-management: the ability to plan own and others' time effectively. An understanding of and a personal commitment to the Vision and Values of Millstead School. Commitment to safeguarding children and vulnerable young people. Commitment to equal opportunities. Energy, creativity and a sense of humour.		Application References Interview