

PERSON SPECIFICATION - CLASSROOM TEACHER

Assessment Method (Application / Interview / Observation or Task)		A	I	O/T
1 Qualifications				
1.1	Qualified Teacher Status	X		
2 Knowledge and Understanding				
2.1	A clear and well thought out understanding of current educational issues, theory and practice.		X	
2.2	Have a detailed knowledge of the relevant aspects of the National Curriculum and other statutory requirements.	X		
2.3	Have a secure knowledge and understanding of their specialist subject(s) or the ability to develop this	X		
2.4	Understand progression in their specialist subject(s), including before their specialist age range.	X		
2.5	Cope securely with subject-related questions which pupils raise and know about pupils' common misconceptions and mistakes in their specialist subject(s).	X		
3 Planning and Setting Expectations				
3.1	Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.			X
3.2	Set appropriate and challenging expectations for pupils' learning and motivation. Set clear targets for pupils' learning, building on prior attainment.			X
3.3	Identify pupils who have specific learning needs, and know where to get help in order to give positive and targeted support.			X
4 Teaching and managing student's learning				
4.1	Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.			X
4.2	Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.		X	
4.3	Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.			X
5 Assessment and evaluation				
5.1	Assess how well learning objectives have been achieved and use this assessment for future teaching.		X	
5.2	Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress.			X
5.3	When applicable, understand the demands expected of pupils in relation to the National Curriculum and Key Stage 4 courses.		X	
6 Student achievement				
6.1	Secure progress towards pupil targets.		X	
7 Relations with parents and the wider community				
7.1	Know how to prepare and present informative reports to parents.			X
7.2	Recognise that learning takes place outside the school context and provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples.		X	
7.3	Understand the need to liaise with agencies responsible for pupils' welfare.		X	
8 Managing own performance and professional development				
8.1	Understand the need to take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.	X		
8.2	Understand their professional responsibilities in relation to school policies and practices.			X
8.3	Set a good example to the pupils they teach in their presentation and their personal conduct.			X
8.4	Evaluate their own teaching critically and use this to improve their effectiveness.		X	
9 Leading and developing staff and other adults				
9.1	Establish effective working relationships with professional colleagues.		X	
9.2	Understanding of the role	X	X	
9.3	Experience of leading a team?		X	
9.4	Excellent communication skills	X	X	
9.5	Good organisation / time management			X
9.6	Strong sense of personal motivation	X	X	
9.7	Understanding and knowledge of systems and processes	X	X	X
9.8	An understanding of good teaching and an indication of how they would support other staff		X	
9.9	An understanding of, and indicators for pupil progress		X	X
9.10	Ability to support colleagues to improve/Training of other staff	X	X	

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9.11	Experience of leading whole school initiatives		X	
9.12	Experience of contributing to the school development plan			X
9.13	The ability to a vision for the development of the key stage		X	
9.14	An understanding of strategies for behaviour for learning		X	
9.15	An understanding of strategies to secure parental involvement/Celebrate success		X	
10 Managing resources				
10.1	Select and make good use of resources to secure effective teaching and learning.		X	
11 Other attributes considered desirable at Pinewood School				
11.1	A record of excellent attendance and punctuality.			X
11.2	Excellent written and oral communication skills, including appropriate ICT skills.	X	X	
11.3	The ability to work, and contribute, effectively within relevant teams.			X
11.4	The ability to work actively and effectively with parents, governors and other stakeholders.			X
11.5	Flexibility and a willingness to be involved in the life of Pinewood School.		X	
11.6	The ability to use own initiative and motivate others.		X	
11.7	A commitment to teaching and lifelong learning, and a willingness to continue to further own learning through continuing professional development.	X		
11.8	Commitment to implement Equal Opportunity, Child Protection and Safeguarding policies.		X	
11.9	A developing range of successful teaching strategies.		X	X
11.10	A secure knowledge of the importance of data as a means both to measure and to extend progress.		X	
11.11	A high level of organisational and planning skills.			X
11.12	The ability to create a stimulating visual environment for the classroom.		X	X
11.13	The ability to create a dynamic learning environment which values and enables everyone equally.		X	X
11.14	A commitment to the vision and aims of Pinewood School.		X	
11.15	An awareness of equal opportunities issues generally and specifically of how they relate to this area of work.		X	