

## Employee Specification for the post of : Class Teacher at Millstead School

**Salary Range: M1 -UPS + 1 SEN Point**

Attributes	Essential	Desirable <i>(related to Teachers' Standards due to pay range possibilities)</i>	How Identified
<b>Qualifications</b>	Qualified teacher status.	Evidence of continuing professional development.  Advanced qualification in SEN.  Ability to contribute to development of others.	Application Production of Certificate.  References
<b>Experience</b>	Excellent skills in teaching pupils with severe learning difficulties/ autism.  Secure knowledge of Assessment, Recording & Reporting practices.  Up-to-date knowledge and understanding of curricular issues and legislation for pupils with SLD/ASC.  Up-to-date knowledge of augmentative and assisted communication methods to develop receptive and expressive language skills within a total communication environment.  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 for teaching and classroom management.  Be able to lead and inspire a class team.  Be able to monitor holistic development and progress.	Evidence of working closely with parents & families and responding to their needs.  Experience of working with mainstream and other schools to maximise inclusion opportunities.  Evidence of working closely with other professionals.  Evidence of relevant contributions to developing and/or implementing school improvement plans.	Application  References  Interview  Lesson observation
<b>Skills</b>	Excellent communication and interpersonal skills.  A 'can do' approach to initiatives.  Ability to produce personalised education/positive management plans following assessment and collaboration with other professionals.  Ability to motivate and inspire a team.	Commitment to developing mobility of pupils with physical needs.  Ability to use an appropriate range of ICT resources to support communication, teaching & learning and curriculum access.  The ability to lead and manage a curriculum subject or area of SEND specialism.	Application  References  Interview  Lesson observation
<b>Personal Qualities</b>	Excellent attendance, punctuality and reliability.  Personal impact and presence in the classroom.  Reliability, dedication and integrity.  The ability to plan own and others' time effectively.  An understanding of and a personal commitment to the Vision and Values of Millstead School.  Ability to work under pressure.		Application  References  Interview

	<p>Commitment to safeguarding children and vulnerable young people.</p> <p>Commitment to equal opportunities.</p> <p>Energy, creativity and a sense of humour.</p>		
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