

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

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

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

	<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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