

## Class Teacher

Selection decisions will be based on the criteria outlined below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

When completing a supporting statement, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to work or other relevant experience.

	<b>Essential</b>	<b>Desirable</b>	<b>Evidence</b>
<b>Qualifications</b>	Qualified Teacher status	Commitment to own learning and continuing professional development  Commitment to joint practice development	Application Form
<b>Experience</b>	The Class Teacher should have experience of: <ul style="list-style-type: none"> <li>teaching within the relevant phase.</li> </ul>	In addition, the Class Teacher might have experience of: <ul style="list-style-type: none"> <li>teaching across the whole Primary age range;</li> <li>working in partnership with parents;</li> <li>working as part of a team</li> </ul>	Application Form  Interview
<b>Capability</b>		The Class Teacher will have been identified as being, or showing the potential to be, an excellent teacher.  An experienced teacher will have evidence that they are proven to be highly effective in all aspects of their practice	References  Observation  Portfolio
<b>Knowledge and Understanding</b>	The Class Teacher should have knowledge and understanding of: <ul style="list-style-type: none"> <li>the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and strategies to secure learning);</li> <li>statutory National Curriculum requirements at the appropriate key stage;</li> <li>the monitoring, assessment, recording and reporting of pupils' progress;</li> <li>the statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety, SEN and Child Protection;</li> <li>the positive links necessary within school and with all its stakeholders;</li> <li>effective teaching and learning strategies.</li> </ul>	In addition, the Class Teacher might also have knowledge and understanding of: <ul style="list-style-type: none"> <li>the preparation and administration of statutory National Curriculum tests;</li> <li>the links between schools, especially partner schools.</li> </ul>	Application Form  Interview

<b>Professional Values</b>	<p>High expectations of everyone</p> <p>Commitment to improving outcomes for children</p> <p>Belief that learning should be engaging, experiential and relevant</p> <p>Aspire to and strive for excellence</p> <p>Commitment to the personal welfare and safeguarding of all children</p>	<p>Support for an enriched curriculum through out of hours learning and educational visits</p>	<p>Interview</p> <p>Observation</p> <p>References</p> <p>Portfolio</p>
<b>Skills</b>	<p>The Class Teacher will be able to:</p> <ul style="list-style-type: none"> <li>• teach well;</li> <li>• promote the school’s aims positively, and use effective strategies to monitor motivation and morale;</li> <li>• develop good personal relationships within a team;</li> <li>• establish and develop close relationships with parents, governors and the community;</li> <li>• communicate effectively (both orally and in writing) to a variety of audiences;</li> <li>• create a happy, challenging and effective learning environment.</li> </ul>	<p>In addition, the Class Teacher might also be able to:</p> <ul style="list-style-type: none"> <li>• develop strategies for creating community links.</li> </ul>	<p>Interview</p> <p>Observation</p>
<b>Personal Characteristics</b>	<p>Display a clear passion for learning</p> <p>Display warmth, care and sensitivity in dealing with children</p> <p>Be open minded, self evaluative and adaptable to changing circumstances and new ideas</p> <p>Be able to enthuse and reflect upon experience</p> <p>Show willingness to be involved in the wider life of the school</p> <p>Have the ability to work flexibly</p> <p>Be able to prioritise</p> <p>Demonstrate good interpersonal/ communication skills</p> <p>Maintain a positive mindset and a good sense of humor</p>	<p>Demonstrate a commitment to environmentally-friendly and sustainable working practices</p> <p>Show willingness to engage with the opportunities for learning presented by the locality</p> <p>Show insight into what is important in our school</p> <p>Use personal interests and enthusiasms to enrich the school community</p>	<p>Application Form</p> <p>References</p> <p>Interview</p>

All staff in SOLA MAT like children, want the very best for them and are prepared to put their needs first. Staff recognise the importance of making every learning day count for every child. Staff are fully committed to achieving high standards across a creative, broad and innovative curriculum.