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| Whitnash Primary SchoolClass Teacher Person Specification |
|  | Essential | Desirable |
| Qualification  | * To be educated to at least degree level.
* NQTs welcome to apply.
* QTS if applicable.
 | * Evidence of further learning and a commitment to professional development.
* Evidence of attendance on CPD
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| Knowledge and understanding | * **A solid understanding of growth mind-sets.**
* Evidence of strong professional subject knowledge.
* Have a good understanding of current teacher standards and the meaning of them, including professional expectations.
* Ability to plan lessons effectively, setting clear learning intentions and ensuring all different groups of pupils make maximised progress, exemplifying this through daily practice.
* An understanding of the skills and attributes involved in effective teaching.
* Understanding of using and analysing data to both raise standards and to identify key issues which need addressing for individuals, groups and the whole-class.
 | * Working in partnership with parents and agencies.
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| Teaching and managing pupil learning | * Be able to ensure effective teaching of whole class, groups and individuals so that all pupils progress in line with school expectations.
* Set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
* Use teaching methods which keep pupils’ engaged, including stimulating pupils’ intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
* Be able to assess how well pupils have learnt and use this assessment effectively for future teaching.
 | * Evidence of further learning and a commitment to professional development.
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| Personal Qualities | * **Follow the schools’ values of transparency, child centred-ness, trust, teamwork, pro-activity and balance.**
* Take a developmental approach to working with all others.
* Ability to challenge, inspire, enthuse and motivate children.
* To be pro-active and take responsibility.
* To communicate effectively with all stakeholders.
* Understand and promote “**unconditional positive regard**,” through word, action and relentless positivity.
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| Managing own performance development | * Understand the need to take responsibility for your own professional development and to keep up-to-date with research and developments in pedagogy and in the subjects you teach.
* Have an understanding of your professional responsibilities in relation to school policies and practices.
* Be able to evaluate your own teaching and use this to improve effectiveness.
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