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|  | Attributes | Measurement |
| Educational | Degree and qualified teacher status (or equivalent)Higher degree or evidence of further study | AA |
| Knowledge | An understanding of high quality teaching and effective learningAn understanding of the potential of student voice and parental engagementAn understanding of the importance of student attendance An understanding of safeguarding An understanding of strategies to support positive behaviourUnderstanding of strategies and tactics to secure whole school improvement in all areasClear understanding of the current educational agenda An understanding of the potential of this role | A, I, RIA,IA, IA, IA, I, RA, IA, I |
| Experience | Strong professional development recordAn outstanding classroom practitioner who also has a strong positive impact in middle/senior management roleVoluntary contributions beyond main roleExperience of successful change managementExperience in more than one schoolEducational roles beyond current schoolRecord of success in more than one team | A, I, RI, RA, I, RA, I, RA, I, R A, I, RI, R |
| Skills & Abilities | A proven ability to design monitor and evaluate classroom provision based on the identified learning needs of individual studentsA proven ability to work sensitively and effectively with colleagues in helping them to improve their everyday classroom practicePositive profile with pupils/staff/parents Excellent written and oral communicationGood professional networks/contactsGood team player/builderEmpathy with young people of all levels and backgroundsCapacity for and interest in further promotion | A, I, RA, I, RI, RA, I, RA, I, RA, I, RI, RI, R |
| Qualities | Patience, persistence, flexibility, tact, imagination, intelligence, sensitivity, sense of humour |  |
| Special Requirements | Good health and attendance records in line with Coventry City Council Promoting Health at Work PolicyThis post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. An Enhanced Criminal Record Disclosure will be required prior to appointment | A, R |

A= Application form, I = Interview, R = References