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|  | Attributes | Measurement |
| Educational | Degree and qualified teacher status (or equivalent)  Higher degree or evidence of further study | A  A |
| Knowledge | An understanding of high quality teaching and effective learning  An understanding of the potential of student voice and parental engagement  An understanding of the importance of student attendance  An understanding of safeguarding  An understanding of strategies to support positive behaviour  Understanding of strategies and tactics to secure whole school improvement in all areas  Clear understanding of the current educational agenda  An understanding of the potential of this role | A, I, R  I  A,I  A, I  A, I  A, I, R  A, I  A, I |
| Experience | Strong professional development record  An outstanding classroom practitioner who also has a strong positive  impact in middle/senior management role  Voluntary contributions beyond main role  Experience of successful change management  Experience in more than one school  Educational roles beyond current school  Record of success in more than one team | A, I, R  I, R  A, I, R  A, I, R  A, I, R  A, I, R  I, R |
| Skills & Abilities | A proven ability to design monitor and evaluate classroom provision based on the identified learning needs of individual students  A proven ability to work sensitively and effectively with colleagues in helping them to improve their everyday classroom practice  Positive profile with pupils/staff/parents  Excellent written and oral communication  Good professional networks/contacts  Good team player/builder  Empathy with young people of all levels and backgrounds  Capacity for and interest in further promotion | A, I, R  A, I, R  I, R  A, I, R  A, I, R  A, I, R  I, R  I, 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 Policy  This 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