

Windsor Park Middle School

Person Specification

Factors	Essential	Desirable	Measured by*
Qualifications and Skills - Graduate - Qualified teacher - Excellent classroom practitioner - High expectations of work and behaviour	 √ √ √	 √	 A A I/R O/R
Professional Knowledge - Clear understanding of what makes effective learning - Have secure subject knowledge to teach effectively - Know and be able to personalise learning - Support pupil progress and well being - Make effective use of assessment	 √ √ √ √ √ √		 I/O A/I/R I I R/I
Professional Skills - To ensure colleagues are appropriately guided and involved in supporting pupils learning - Work as a team member and share effective practice with colleagues - Evaluate impact of teaching on progress - Modify and adapt practice as necessary - Proactively develop own skills and learning - Have as awareness, understanding and commitment to all aspects of inclusion	 √ √ √ √ √ √		 I/A A/R I/R I/A I A/I
Personal Qualities - Communicate effectively with adults and children - Highly motivated and committed to collaborative and co-operative working - Adaptable - Be able to prioritise and manage time effectively - Caring, with a good sense of humour	 √ √ √ √ √		 I/R/O R/O R/A R/I R/O/I

*Key: A = Application, I = Interview, O = Observation, R = Reference