#### Main Scale Teacher

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| Key Areas | **Method of Assessment**  **Interview, Application Form, Assessment Exercises, References** |
| **(i) Professional experience** |  |
| * Qualified Teacher Status | Application Form |
| * Evidence of participation in professional development or study | Application Form |
| * Successful teaching experience or evidence of successful completion of initial teacher training | Application Form, References |
| * Working in a socially and culturally diverse school community | Application Form, References |
| * Knowledge of the National Curriculum requirements | Application Form, Interview, References |
| * Understands and is familiar with teaching and learning strategies | Application Form, Interview, References |
| **(ii) Ability to work within a professional team and to develop and promote the school’s ethos and values within the Primary Phase** |  |
| * Teaching to a high standard | Application Form, Interview, References |
| * Relates to and motivates pupils | Application Form, Interview, References |
| * Works well within and contributes to team development | Interview, References |
| * Understands and values the processes of planning monitoring and evaluation as an aid to raising standards | Interview, References |
| * Good classroom management | Interview, References |
| * Evidence of a commitment to an equal opportunities policy both in service employment | Application Form, Interview, References |
| **(iii) Ability to Communicate Clearly** |  | |
| * Good written and oral communication skills | Assessment Process, Interview | |
| * Good presentational and ICT skills | Assessment Process, Interview | |
| * Clear and effective in meetings and in one-to-one discussions | Application Form, Assessment Process | |
| * Skilled in conflict resolution | Application Form, Assessment Activities, Interview | |

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| **(iv) Ability to Lead** |  |
| * Clear vision for the future of education and able to think strategically, to identify opportunities for future developments and improvements | Application Form, Interview |
| * Identify a need for and understand a clear process for the implementation of change and improvement | Application Form, Interview |
| * Respond effectively and efficiently to daily challenges | Application Form, Interview |
| * To make decisions on the basis of sound judgement | Application Form, Interview |
| * Identify potential for individual development | Application Form, Interview |
| * Have strategies to monitor and evaluate developments | Application Form, Interview |
| * Have mentoring, motivational and coaching skills | Application Form, Interview |
| * Be a professional role model | Application Form, Interview |
| **(v) Personal Qualities** |  |
| * Be enthusiastic and determined | Application Form, Interview |
| * Able to work under pressure and recognise and manage stress | Application Form, Interview |
| * Have flexibility, sensitivity and tact | Application Form, Interview |
| * Commitment to ongoing and professional development | Application Form, Interview |