

Main Scale Teacher

The following areas are relevant to all schools, although some aspects will need to be interpreted differently according to the phase, size and type of school. It is recognised that no two schools are the same, therefore it is important that Governors reflect the needs of their school in the Person Specification.

Key Areas	<u>Method of Assessment</u> <u>Interview, Application Form, Assessment Exercises, References</u>
(i) Professional experience	
<ul style="list-style-type: none"> • Qualified Teacher Status 	Application Form
<ul style="list-style-type: none"> • Evidence of participation in professional development or study 	Application Form
<ul style="list-style-type: none"> • Successful teaching experience or evidence of successful completion of initial teacher training 	Application Form, References
<ul style="list-style-type: none"> • Working in a socially and culturally diverse school community 	Application Form, References
<ul style="list-style-type: none"> • Knowledge of the National Curriculum requirements 	Application Form, Interview, References
<ul style="list-style-type: none"> • 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	
<ul style="list-style-type: none"> • Teaching to a high standard 	Application Form, Interview, References
<ul style="list-style-type: none"> • Relates to and motivates pupils 	Application Form, Interview, References
<ul style="list-style-type: none"> • Works well within and contributes to team development 	Interview, References
<ul style="list-style-type: none"> • Understands and values the processes of planning monitoring and evaluation as an aid to raising standards 	Interview, References
<ul style="list-style-type: none"> • Good classroom management 	Interview, References
<ul style="list-style-type: none"> • Evidence of a commitment to an equal opportunities policy both in service employment 	Application Form, Interview, References
(iii) Ability to Communicate Clearly	
<ul style="list-style-type: none"> • Good written and oral communication skills 	Assessment Process, Interview
<ul style="list-style-type: none"> • Good presentational and ICT skills 	Assessment Process, Interview
<ul style="list-style-type: none"> • Clear and effective in meetings and in one-to-one discussions 	Application Form, Assessment Process
<ul style="list-style-type: none"> • Skilled in conflict resolution 	Application Form, Assessment Activities, Interview

(iv) Ability to Lead	
<ul style="list-style-type: none"> • Clear vision for the future of education and able to think strategically, to identify opportunities for future developments and improvements 	Application Form, Interview
<ul style="list-style-type: none"> • Identify a need for and understand a clear process for the implementation of change and improvement 	Application Form, Interview
<ul style="list-style-type: none"> • Respond effectively and efficiently to daily challenges 	Application Form, Interview
<ul style="list-style-type: none"> • To make decisions on the basis of sound judgement 	Application Form, Interview
<ul style="list-style-type: none"> • Identify potential for individual development 	Application Form, Interview
<ul style="list-style-type: none"> • Have strategies to monitor and evaluate developments 	Application Form, Interview
<ul style="list-style-type: none"> • Have mentoring, motivational and coaching skills 	Application Form, Interview
<ul style="list-style-type: none"> • Be a professional role model 	Application Form, Interview
(v) Personal Qualities	
<ul style="list-style-type: none"> • Be enthusiastic and determined 	Application Form, Interview
<ul style="list-style-type: none"> • Able to work under pressure and recognise and manage stress 	Application Form, Interview
<ul style="list-style-type: none"> • Have flexibility, sensitivity and tact 	Application Form, Interview
<ul style="list-style-type: none"> • Commitment to ongoing and professional development 	Application Form, Interview