



Cedar Park School & Nursery

Be kind ★ Be inspired ★ Believe

Person Specification

Post Title: Phase Leader

Reporting to: SLT

Essential Desirable

Qualifications/Training

The qualifications and/or training required to undertake the role.

- Qualified teacher ✓
- Degree or professional qualification ✓
- Evidence of continuing professional development ✓

Experience

The level of experience required and/or length of time the post holder will have been required to have undertaken the item specified.

- Successfully led school-based INSET at subject / other management level ✓
- High expectations of pupil achievement ✓
- Successfully used strategies to improve pupil progress, particularly the more able ✓

Knowledge

The knowledge and understanding the post holder must have of the item specified.

- Good understanding of successful primary practice ✓
- To know how to raise standards and accelerate progress within the team by analysis and identification of target groups ✓
- Good understanding of assessment practice and use of data to inform learning, teaching and planning ✓
- Good understanding of how children learn and able to actively promote and support creativity and independence in learning ✓

- Ability to undertake the development of staff ✓

Skills/Abilities

The level of skills or ability required to undertake the item specified.

- | | Essential | Desirable |
|--|-----------|-----------|
| • Excellent classroom teacher with high standards of discipline who challenges and motivates pupils | ✓ | |
| • Ability to communicate confidently both orally and in writing, with children, staff, parents and governors including large audiences | ✓ | |
| • Possess excellent organisational and time management skills to manage a leadership role | ✓ | |
| • Ability to inspire, motivate and enable staff | ✓ | |
| • Ability to line lead and manage teams of staff within the school efficiently and effectively | ✓ | |
| • Ability to raise standards through effective use of pupil targets and pupil consultations | ✓ | |
| • Ability to use the agreed data tracking programmes as a tool for analysis and action | ✓ | |
| • Ability to promote strong links with parents and the wider community | ✓ | |
| • Ability to develop knowledge and skills leading to future professional development | ✓ | |
| • Flexibility and adaptability | ✓ | |

Other

Any other competencies required to undertake the role.

- | | |
|---|---|
| • Have clear leadership qualities with imagination and creativity and be a strategic thinker | ✓ |
| • Identification of areas for development within the team and address these areas to maximize the potential | ✓ |
| • Ability to structure support and intervention strategies to improve pupil performance | ✓ |
| • Fully support the school ethos | ✓ |

- To be able to deploy support staff effectively within the team ✓
- Sensitive to the needs of staff and ability to provide support where necessary ✓
- Have drive and enthusiasm and a calm manner ✓
- Have a sense of humour and a positive outlook ✓
- Able to maintain complete confidentiality within professional responsibilities ✓