



The Avenue School

## Lead Practitioner (Mentoring)

### Person Specification

SELECTION CRITERIA	Essential	Desirable	Measured by Application, Presentation, and/or Interview
<b>QUALIFICATIONS AND TRAINING</b>			
• Qualified Teacher Status (QTS)	√		Application
• Educated to degree level or equivalent	√		Application
• Evidence of being an outstanding teacher	√		Application, Lesson observation
• Evidence of continuing professional development	√		Application
• Other relevant professional qualifications		√	Application
• Good understanding of how individuals with a range of SEND learn, engage, and develop	√		Application, Lesson observation, Presentation, Interview
• A confident understanding of pedagogical approaches and strategy, applied within special education	√		Application, Lesson observation, Presentation, Interview
• Evidence of strong pupil centred vision and values, recognising and celebrating difference	√		Application, Lesson observation, Presentation, Interview
• Good knowledge of what the characteristics of an effective school are and successful strategies for improving outcomes		√	Application Presentation, Interview
• Good knowledge of current SEND educational direction, initiatives, and practice (national and local)		√	Presentation, Interview
<b>EXPERIENCE</b>			
• Recent evidence of leading an initiative at a strategic level	√		Application, Interview
• Evidence of commitment to a culture of prioritising staff well-being, with staff feeling connected, motivated, and supported	√		Application, , Presentation, Interview
• Evidence of multi-disciplinary working	√		Application, Presentation, Interview

• Evidence of successful work with parents, carers and the wider community/education partners		√	Application
• Experience in identifying emerging talents and coaching/mentoring individuals	√		Application, Presentation, Interview
<b>INDIVIDUAL ABILITY AND QUALITIES</b>			
• Capacity to work individually and as part of a team to influence change	√		Application, Presentation
• Clear understanding of successful strategies for improving the quality of provision and pupils' progress	√		Application, Lesson observation, Presentation, Interview
• Clear commitment to high expectations for children and young people's learning and achievement	√		Application, Lesson observation, Presentation, Interview
• A good understanding of the features of high-quality practice for supporting children and young people with learning difficulties and disabilities	√		Application, Lesson observation, Presentation, Interview
• Ability to manage challenges and problem solve calmly and confidently, applying the principles of restorative practice	√		Application, Interview
• Good written and communication skills	√		Application, Presentation, Interview
• Good interpersonal and problem-solving skills, with both pupils and adults	√		Application, Lesson observation, Presentation, Interview
• Good planning, organisational, and management skills with the ability to meet deadlines	√		Application, Interview
• The ability to consistently inspire, motivate, and empower others, developing mutual understanding	√		Application, Interview
• Emotional resilience	√		Presentation, Interview
• A clear understanding of personal strengths and weaknesses and a flexible approach to teamwork	√		Application, Lesson Observation, Interview
• A high level of professionalism and integrity	√		Application, Lesson observation, Presentation, Interview
• A keen sense of humour and general positive approach	√		Application, Lesson observation, Presentation, Interview