**Person Specification – Senior Leader with TLR 2b**

**Moorlands Primary School**

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| Attribute | Criteria | Rank | How Identified |
| **Education and Training** | * Qualified Teacher Status.

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| * Evidence of continuing professional development
* Attendance at recent training/professional development on learning
* A Middle Leadership qualification/training
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 | EEDD | Application Form |
| **Relevant Experience** | * Evidence of recent outstanding classroom practice
* Experience of working within the Year Group to which the application is being made
* Evidence and experience of raising standards/achievement and accelerate student progress
* Experience of working with parents, outside agencies and the wider community
* Experience of working within a team
* Experience of creating an engaging, creative and vibrant classroom environment which stimulates children’s interest and supports their learning
 | EEEDEE | Application Form and InterviewReferences |
| **Special Knowledge and skills** | * Effective interpersonal and communication skills.
* A knowledge and understanding of assessment requirements and arrangements, including without levels.
* Know how to use tracking systems and assessment data to evaluate the effectiveness of teaching.
* An excellent understanding of the National Curriculum and the ability to deliver it in a creative way.
* Knowledge and experience of a variety of behaviour management strategies and an understanding of how to implement them effectively.
* Knowledge of how to support SEND children within the classroom, in accordance with the Code of Practice.
* Commitment and ability to raise standards for all pupils.
* An ability to work as part of a team.
* An understanding of the potential of computer technology to enhance the curriculum.
* Commitment and ability to raise standards for all pupils, including the skills to close the gap between the vulnerable children and the rest of the class.
* Know the legal requirements, national policy and guidance on the safeguarding of children.
* A clear philosophy of primary education and proven ability to translate this into practice
* An excellent class teacher with excellent organisational skills
* A commitment to ensuring that safeguarding and the well-being of the children and staff is paramount.
* A dedication to meeting all children’s needs through varying teaching strategies
 | EEEEEEEEEEEEE | Application Form and InterviewReferences |
| Leadership and management  | * To support and implement the vision and ethos of the school
* An ability to contribute to, implement and evaluate the success of School Development Plan relevant to your TLR area
* An ability to ensure policies are translated into practice by your team and that you bring to the attention of SLT any which may need revisions or amendments
* As appropriate contribute to the writing of self-evaluation and policy documents
* Effectively manage the transition of pupils to and from your phase and within it
* Promote cross curricular approaches to teaching and learning
* To be a proactive and effective member of the senior/middle leadership team
* Evidence of being an effective role model for your team in terms of teaching, behaviour and classroom management
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| **Staff development** | * To act as a reviewer for the appraisal of all identified staff
* Take a lead role in identifying group and/or individual training needs and provide support for colleagues within your area of responsibility promoting a whole school approach
* Act as a role model, mentor or consultant to colleagues as appropriate and encourage collaboration, co-operation and teamwork
* Keep up to date with current educational developments
 | DDED | Application Form and InterviewReferences |
| **Personal Qualities and additional factors** | * Personal commitment to the development of the school
* Have vision, energy and enthusiasm for teaching and learning
* A positive, willing and caring attitude
* A willingness to undertake extra-curricular activities
 | EEEE | Application FormReferences |

Rank: E: Essential D: Desirable