**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.  |  |  | | --- | --- | | * Evidence of continuing professional development * Attendance at recent training/professional development on learning * A Middle Leadership qualification/training |  | | E  E  D  D | 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 | E  E  E  D  E  E | Application Form and Interview  References |
| **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 | E  E  E  E  E  E  E  E  E  E  E  E  E | Application Form and Interview  References |
| 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 | E  E  D  E  E  D  E  E |  |
| **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 | D  D  E  D | Application Form and Interview  References |
| **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 | E  E  E  E | Application Form  References |

Rank: E: Essential D: Desirable