

## Person Specification

Assessment Method (Application / Interview / Observation or Task)		A	I	O/T
<b>1 Qualifications</b>				
1.1	Qualified Teacher Status	X		
<b>2 Knowledge and Understanding</b>				
2.1	A clear and well thought out understanding of current educational issues, theory and practice.		X	
2.2	Have a detailed knowledge of the relevant aspects of the National Curriculum and other statutory requirements.	X		
2.3	Have a secure knowledge and understanding of their specialist subject(s) or the ability to develop this	X		
2.4	Understand progression in their specialist subject(s), including before their specialist age range.	X		
2.5	Cope securely with subject-related questions which pupils raise and know about pupils common misconceptions and mistakes in their specialist subject(s).	X		
<b>3 Planning and Setting Expectations</b>				
3.1	Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.			X
3.2	Set appropriate and challenging expectations for pupils' learning and motivation. Set clear targets for pupils' learning, building on prior attainment.			X
3.3	Identify pupils who have specific learning needs, and know where to get help in order to give positive and targeted support.			X
<b>4 Teaching and managing student's learning</b>				
4.1	Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.			X
4.2	Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.		X	
4.3	Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.			X
<b>5 Assessment and evaluation</b>				
5.1	Assess how well learning objectives have been achieved and use this assessment for future teaching.		X	
5.2	Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress.			X
5.3	When applicable, understand the demands expected of pupils in relation to the National Curriculum and Key Stage 4 courses.		X	
<b>6 Student achievement</b>				
6.1	Secure progress towards pupil targets.		X	
<b>7 Relations with parents and the wider community</b>				
7.1	Know how to prepare and present informative reports to parents.			X
7.2	Recognise that learning takes place outside the school context and provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples.		X	
7.3	Understand the need to liaise with agencies responsible for pupils' welfare.		X	
<b>8 Managing own performance and professional development</b>				
8.1	Understand the need to take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.	X		
8.2	Understand their professional responsibilities in relation to school policies and practices.			X
8.3	Set a good example to the pupils they teach in their presentation and their personal conduct.			X
8.4	Evaluate their own teaching critically and use this to improve their effectiveness.		X	
<b>9 Leading and developing staff and other adults</b>				
9.1	Establish effective working relationships with professional colleagues.		X	
9.2	Understanding of the role	X	X	
9.3	Experience of leading a team?		X	
9.4	Excellent communication skills	X	X	
9.5	Good organisation / time management			X
9.6	Strong sense of personal motivation	X	X	
9.7	Understanding and knowledge of systems and processes	X	X	X
9.8	An understanding of good teaching and an indication of how they would support other staff		X	
9.9	An understanding of, and indicators for pupil progress		X	X
9.10	Ability to support colleagues to improve/Training of other staff	X	X	
9.11	Experience of leading whole school initiatives		X	
9.12	Experience of contributing to the school development plan			X
9.13	The ability to a vision for the development of the key stage		X	
9.14	An understanding of strategies for behaviour for learning		X	
9.15	An understanding of strategies to secure parental involvement/Celebrate success		X	

<b>10 Managing resources</b>				
10.1	Select and make good use of resources to secure effective teaching and learning.		X	
<b>11 Other attributes considered desirable at Pinewood School</b>				
11.1	A record of excellent attendance and punctuality.			X
11.2	Excellent written and oral communication skills, including appropriate ICT skills.	X	X	
11.3	The ability to work, and contribute, effectively within relevant teams.			X
11.4	The ability to work actively and effectively with parents, governors and other stakeholders.			X
11.5	Flexibility and a willingness to be involved in the life of Pinewood School.		X	
11.6	The ability to use own initiative and motivate others.		X	
11.7	A commitment to teaching and lifelong learning, and a willingness to continue to further own learning through continuing professional development.	X		
11.8	Commitment to implement Equal Opportunity, Child Protection and Safeguarding policies.		X	
11.9	A developing range of successful teaching strategies.		X	X
11.10	A secure knowledge of the importance of data as a means both to measure and to extend progress.		X	
11.11	A high level of organisational and planning skills.			X
11.12	The ability to create a stimulating visual environment for the classroom.		X	X
11.13	The ability to create a dynamic learning environment which values and enables everyone equally.		X	X
11.14	A commitment to the vision and aims of Pinewood School.		X	
11.15	An awareness of equal opportunities issues generally and specifically of how they relate to this area of work.		X	