# Class Teacher

Selection decisions will be based on the criteria outlined below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

When completing a supporting statement, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to work or other relevant experience.

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|  | Essential | Desirable | Evidence |
| Qualifications | Qualified Teacher status | Commitment to own learning and continuing professional developmentCommitment to joint practice development | Application Form |
| Experience | The Class Teacher should have experience of:* teaching within the relevant phase.
 | In addition, the Class Teacher might have experience of:* teaching across the whole Primary age range;
* working in partnership with parents;
* working as part of a team
 | Application FormInterview |
| Capability |  | The Class Teacher will have been identified as being, or showing the potential to be, an excellent teacher.An experienced teacher will have evidence that they are proven to be highly effective in all aspects of their practice | ReferencesObservationPortfolio |
| Knowledge and Understanding | The Class Teacher should have knowledge and understanding of:* the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and strategies to secure learning);
* statutory National Curriculum requirements at the appropriate key stage;
* the monitoring, assessment, recording and reporting of pupils’ progress;
* the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection;
* the positive links necessary within school and with all its stakeholders;
* effective teaching and learning strategies.
 | In addition, the Class Teacher might also have knowledge and understanding of:* the preparation and administration of statutory National Curriculum tests;
* the links between schools, especially partner schools.
 | Application FormInterview |

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| Professional Values | High expectations of everyoneCommitment to improving outcomes for childrenBelief that learning should be engaging, experiential and relevantAspire to and strive for excellenceCommitment to the personal welfareand safeguarding of all children | Support for an enriched curriculum through out of hours learning and educational visits | InterviewObservationReferencesPortfolio  |
| Skills | The Class Teacher will be able to:* teach well;
* promote the school’s aims positively, and use effective strategies to monitor motivation and morale;
* develop good personal relationships within a team;
* establish and develop close relationships with parents, governors and the community;
* communicate effectively (both orally and in writing) to a variety of audiences;
* create a happy, challenging and effective learning environment.
 | In addition, the Class Teacher might also be able to:* develop strategies for creating community links.
 | InterviewObservation |
| Personal Characteristics | Display a clear passion for learningDisplay warmth, care andsensitivity in dealing with childrenBe open minded, self evaluative andadaptable to changingcircumstances and new ideasBe able to enthuse and reflect upon experienceShow willingness to be involved in thewider life of the schoolHave the ability to work flexiblyBe able to prioritiseDemonstrate good interpersonal/ communication skillsMaintain a positive mindset and agood sense of humour | Demonstrate a commitmentto environmentally-friendlyand sustainable workingpracticesShow willingness to engage with the opportunities for learning presented by the localityShow insight into what is important in our schoolUse personal interests and enthusiasms to enrich the school community | Application FormReferencesInterview |

All staff in SOLA MAT like children, want the very best for them and are prepared to put their needs first. Staff recognise the importance of making every learning day count for every child. Staff are fully committed to achieving high standards across a creative, broad and innovative curriculum.