



# Carlton le Willows Academy

## Person Specification – Class Teacher

Criteria	Essential	Desirable	How Identified
<b>Qualification/Training</b>	<ul style="list-style-type: none"> <li>• First degree or equivalent in the relevant subject(s)</li> <li>• Recognised teaching qualification (QTS)</li> </ul>	<ul style="list-style-type: none"> <li>• Higher degree or other professional qualification</li> <li>• Recent and relevant professional development</li> </ul>	Application form
<b>Professional attributes</b>	<ul style="list-style-type: none"> <li>• Record of good attendance and punctuality</li> <li>• Hold positive values and have high expectations</li> <li>• Has high standards and can motivate students</li> <li>• Good knowledge and understanding of professional duties and responsibilities</li> <li>• A demonstrable commitment to CPD</li> <li>• Excellent communication skills</li> <li>• Commitment to collaboration and co-operative working.</li> <li>• Show creativity and be flexible to working practices</li> <li>• Willing to act upon advice and feedback</li> <li>• Openness to coaching and mentoring.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of significant contribution to the development, implementation and evaluation of policies and practices</li> <li>• Evidence of involvement in/contribution to activities outside the classroom.</li> </ul>	Application form Interview References
<b>Professional knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Good, up-to-date knowledge and understanding of how to personalise learning, including for those with EAL, or who have SEND</li> <li>• Know the assessment requirements for the subject</li> <li>• Know how to assess, monitor progress and provide accurate and constructive feedback</li> <li>• Has a secure knowledge and understanding of their subject curriculum and related pedagogy</li> <li>• Use literacy, numeracy and ICT skills to support their teaching and other wider professional activities</li> <li>• Takes account of diversity and promotes equality and inclusion in teaching, drawing on knowledge of specialists as required</li> </ul>	<ul style="list-style-type: none"> <li>• Has extensive, knowledge and understanding of how to personalise learning</li> <li>• Has developed knowledge of the assessment requirements and arrangements for the subject</li> <li>• Shows understanding of different types of subject qualifications and specifications</li> <li>• Demonstrable evidence of improving assessment practices</li> <li>• Deep knowledge and understanding of their subject curriculum and related pedagogy</li> <li>• Can give advice on personal development and well-being</li> </ul>	Application form Interview References

Criteria	Essential	Desirable	How Identified
	<ul style="list-style-type: none"> <li>Know and can follow safeguarding procedures</li> </ul>		
<b>Professional skills</b>	<ul style="list-style-type: none"> <li>Plan effectively across the age and ability range</li> <li>Plan, set and assess homework to sustain progress or extend and consolidate learning</li> <li>Teach challenging, well-organised lessons and sequences of lessons across the age and ability range</li> <li>Teach engaging and motivating lessons</li> <li>Able to accurately assess, monitor and provide feedback</li> <li>Review effectiveness of own teaching and its impact, refining approaches where necessary</li> <li>Review the impact of feedback and guide learners on how to improve their attainment</li> <li>Establish a purposeful and safe learning environment, managing learners' behaviour constructively and promoting self-control, independence and cooperation</li> <li>Work as a team member, managing their workload and sharing the development of effective practice</li> </ul>	<ul style="list-style-type: none"> <li>Led planning within and between subjects Be showing creative, flexible and adept in lesson planning</li> <li>Have teaching skills which lead to learners achieving well relative to their prior attainment</li> <li>Promote collaboration and work effectively as a team member</li> <li>Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback</li> </ul>	Application form Interview References