CATHEDRAL SCHOOLS TRUST

Teacher of English

Trinity Academy

Person Specification

We believe teaching is a craft that we pursue towards mastery. Inspired by the work of US educationalist, Mary Kennedy, we have sought to parse practice into a "handful of important, meaningful, and analytically distinct purposes that teachers' actions serve". As such, we believe that almost all teacher behaviour can be understood as responding to four persistent challenges that are intrinsic to teaching and our CPD and coaching model is developed to understand and become expert in overcoming these challenges.

This is an exciting journey which you will need to commit to if you want to join our team. In addition, we are looking for:

Criteria	Essential	Desirable	Evidence
Qualifications	• Strong English Degree or equivalent • QTS • Commitment to further professional development	• Further professional qualification	• AF • C
Teaching and learning	• Maintain the highest expectations of **all** students • Ability to teach with appropriate challenge for all students within our goal of being a +1 school for progress • Effective understanding and use of praise and rewards • Effective understanding and use of feedback and response	• Desire to contribute to the teaching and learning strategic plan for Trinity Academy • Evidence of wider reading and evidence led practise • Ability to offer some Drama teaching	• AF • SP • R

	• Effective use of assessment for learning to enhance progress and encourage students taking responsibility for their own learning • Commitment to continuous development and participation in professional development and practise.		
Personal attributes	• To be a person filled with hope and possessing an unshakable belief in students' entitlement to a world class education, whatever their circumstances and ability. • Excellent communication skills, both orally and in writing • Values based but outcomes driven for Head, Heart and Soul • A genuine care and respect of students and colleagues • Integrity • Sense of humour • Ability to work well under pressure • 'Can do attitude' willing to engage in the whole of the new Academy's life.	• Aiming for Middle Leadership	• AF • SP • R

Key to method of assessment: AF = Application Form SP = selection process C = Certificate R = References