**Callington Community College**



**Person Specification and**

**Qualification**

The following list is indicative of the kind of person we are looking for. Not all of these criteria are essential; however, please do try to give evidence of how you fulfil the majority of these requirements in your application.

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified teacher status
* Good honours degree or equivalent
 | * + Evidence of continuing professional development
* Evidence of keeping up to date with educational thinking and knowledge
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| **Experience** | * + Successful teaching with excellent subject knowledge
	+ Evidence of appropriate professional development
* Involvement in faculty/department self-evaluation and development planning
* Ability to demonstrate an understanding of whole school improvement strategies for literacy
 | * + Proven record as a teacher whose students reach high standards of

learning and achievement* + Delivery of a whole school literacy program
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| **Skills** | * + A good understanding of what

constitutes outstanding learning and teaching and the ability to ensure this is the norm across your classes* + Good organisational and

administrative ability* Ability to manage students firmly, fairly and effectively
* Ability to be adaptable and flexible in order to meet the diverse nature of student’s needs
* A good communicator – Able to demonstrate creative and innovative strategies that improve on the performance of students
 | * Knowledge and understanding of the use and development of ICT to enhance learning
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| **Knowledge** | * + A deep understanding of pedagogy and how children learn
	+ A strong commitment to research, innovation and improvement
	+ An understanding of the barriers to reading and how these can be addressed
 | * An awareness of Christine Counsell’s and/or Ruth Ashbee’s work on curriculum
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| **Personal qualities and attitude** | * Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school
* Commitment to equal opportunities and securing good outcomes for pupils with SEN or Disadvantage
	+ Determination and commitment with an exceptional capacity for productive work
	+ Sense of personal drive and ambition
	+ High levels of energy and enthusiasm
	+ Approachability, openness and

integrity* + Reflective practitioner
	+ Resilient individual
	+ A good sense of humour and good interpersonal and communication skills
 | * + Enjoy being highly visible
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