

St Joseph's Catholic School



Main Scale Teacher – Person Specification

Key Areas	<u>Method of Assessment</u> <u>Interview, Application Form, Assessment Exercises, References</u>
(i) Professional experience	
• Qualified Teacher Status	Application Form
• Evidence of participation in professional development or study	Application Form
• Successful teaching experience or evidence of successful completion of initial teacher training	Application Form, References
• Working in a socially and culturally diverse school community	Application Form, References
• Knowledge of the National Curriculum requirements	Application Form, Interview, References, Assessment Exercises
• Understands and is familiar with teaching and learning strategies	Application Form, Interview, References, Assessment Exercises
(ii) Ability to work within a professional team and to develop and promote the school's ethos and values within the Primary Phase	
• Teaching to a high standard	Application Form, Interview, References, Assessment Exercises
• Relates to and motivates pupils	Application Form, Interview, References, Assessment Exercises
• Works well within and contributes to team development	Interview, References
• Understands and values the processes of planning monitoring and evaluation as an aid to raising standards	Interview, References
• Good classroom management	Interview, References, Assessment Exercises
• Evidence of a commitment to an equal opportunities policy both in service employment	Application Form, Interview, References
(iii) Ability to Communicate Clearly	
• Good written and oral communication skills	Assessment Exercises, Interview
• Good presentational and ICT skills	Assessment Exercises, Interview
• Clear and effective in meetings and in one-to-one discussions	Application Form,
• Skilled in conflict resolution	Application Form, Interview,

(iv) Ability to Lead	
<ul style="list-style-type: none"> • Clear vision for the future of education and able to think strategically, to identify opportunities for future developments and improvements 	Application Form, Interview
<ul style="list-style-type: none"> • Identify a need for and understand a clear process for the implementation of change and improvement 	Application Form, Interview
<ul style="list-style-type: none"> • Respond effectively and efficiently to daily challenges 	Application Form, Interview
<ul style="list-style-type: none"> • To make decisions on the basis of sound judgement 	Application Form, Interview
<ul style="list-style-type: none"> • Identify potential for individual development 	Application Form, Interview
<ul style="list-style-type: none"> • Have strategies to monitor and evaluate developments 	Application Form, Interview
<ul style="list-style-type: none"> • Have mentoring, motivational and coaching skills 	Application Form, Interview
<ul style="list-style-type: none"> • Be a professional role model 	Application Form, Interview
(v) Personal Qualities	
<ul style="list-style-type: none"> • Be enthusiastic and determined 	Application Form, Interview
<ul style="list-style-type: none"> • Able to work under pressure and recognise and manage stress 	Application Form, Interview
<ul style="list-style-type: none"> • Have flexibility, sensitivity and tact 	Application Form, Interview
<ul style="list-style-type: none"> • Commitment to ongoing and professional development 	Application Form, Interview
<ul style="list-style-type: none"> • Be supportive of the Catholic Ethos of the school 	Application Form, Interview, Assessment Exercises