



# Copnor Primary School

## Teaching & Learning Leader TLR 2a Person Specification

| Area                                  | Essential  | Desirable  |
|---------------------------------------|--|--|
| Professional Qualifications           | <p>The applicant will be able to show evidence of:</p> <ul style="list-style-type: none"> <li>• Qualified Teacher Status<br/>e.g. Cert. Ed., B. Ed., B.A. (Ed with QTS), PGCE</li> <li>• Recent professional development</li> </ul>  | <ul style="list-style-type: none"> <li>• Professional development and qualifications relating to leadership</li> </ul>   |
| Teaching competencies and experiences | <p>The applicant will be able to show evidence of:</p> <ul style="list-style-type: none"> <li>• Exemplary teaching practice</li> <li>• Effective and innovative learning provision</li> <li>• Excellent practice in identifying and meeting the needs of all learners</li> <li>• Exemplary positive behaviour management strategies</li> <li>• At least 3 years teaching experience</li> <li>• Experience in more than one Key Stage 1 or 2 year group</li> </ul>  | <ul style="list-style-type: none"> <li>• Successful learning for pupils with SEND and those for whom the Pupil Premium applies</li> <li>• Successful experience in a large school</li> <li>• Successful experience in a range of school contexts</li> <li>• Successful experience in more than one school</li> </ul> |
| Leadership qualities and competencies | <p>The applicant will be able to show evidence of:</p> <ul style="list-style-type: none"> <li>• Effective leadership of an area of learning or the curriculum</li> <li>• Accountability within leadership or management responsibilities</li> <li>• Effective monitoring of standards</li> <li>• Demonstrating high expectations of children, self and other adults seeking to enhance their potential</li> <li>• Using effective communication skills with all members of the school community</li> <li>• Using excellent organisational and management skills including effective time management</li> </ul>   | <ul style="list-style-type: none"> <li>• Experience of effective core subject leadership</li> <li>• Experience of line managing teams of staff</li> <li>• Experience of moderation of end of EYFS, Key Stage 1 and or 2 assessments</li> </ul>   |
| Personal qualities                    | <p>The applicant will be able to show evidence of:</p> <ul style="list-style-type: none"> <li>• Support for our School's Vision, Culture &amp; Ethos</li> <li>• Integrity</li> <li>• An approachable and caring manner</li> <li>• A high level of ambition, commitment and enthusiasm</li> <li>• The ability to recognise when to seek advice and support and the willingness to do so</li> <li>• Reflective, creative and innovative approaches</li> <li>• A constructive and optimistic attitude that has a positive effect on others</li> <li>• Excellent interpersonal skills and a presence which inspires confidence</li> <li>• Self-motivation and the ability to motivate others</li> <li>• A sense of humour</li> </ul> |  |