

Year Group Leader (YGL)
PERSON SPECIFICATION
January 2019
TLR 2:2

Assessment focus: - blue shading

- 1 Written application 2 Documentary evidence 3 Interview process 4 References

EDUCATION AND PROFESSIONAL QUALIFICATIONS	Essential/Desirable	Assessment focus			
		1	2	3	4
Qualified teacher status / Senior Leader qualifications	Essential				
First degree or equivalent	Essential				
Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning	Essential				

EXPERIENCE AND KNOWLEDGE					
Successful experience of leading one or more subject areas	Essential				
Teaching experience in at least 2 key stages in the primary phase	Desirable				
Successful experience in a management role	Essential				
At least 2 years successful teaching experience in the primary age range	Essential				
Experience of subject evaluation and development planning	Essential				
Ability to contribute to staff development across more than one year group	Essential				
Ability to use data, assessment and target setting to raise standards across more than one subject area	Essential				
Experience of teaching in more than one school	Desirable				

SKILLS					
High quality teaching skills with good appraisal outcomes	Essential				
Ability to support teachers and support staff in undertaking their roles within the year group	Essential				
Ability to support with the school's appraisal systems	Essential				
Effective ICT skills	Essential				
Strong commitment to school improvement and raising achievement for all	Essential				
High expectations of pupils' learning and attainment	Essential				
Ability to support the Deputy Headteacher and Headteacher with the analysis of assessment data, development of strategic plans, setting of targets and the monitoring and evaluation of progress towards these, within the context of a specific year group	Essential				
Ability to inspire and motivate staff, pupils, parents within the year group.	Essential				
Ability to identify own learning needs and to support others with the provision of high quality CPD	Essential				

PROFESSIONAL AND PERSONAL ATTRIBUTES					
Leadership style which encourages, inspires, motivates and empowers others	Essential				
Commitment to excellence in all aspects of work	Essential				
Strong commitment to school improvement and raising achievement for all	Essential				
Self-aware, reflective, adaptable and emotionally intelligent	Essential				

Commitment to best practice in safeguarding and health and safety	Essential				
Strong presence and visibility as a middle leader, demonstrating optimism, perseverance and resilience	Essential				
Commitment to equalities and inclusion in policy and practice	Essential				
High quality communication skills – with staff, pupils and parents in the year group clearly and effectively.	Essential				
Ability to build and maintain good relationships with parents	Essential				
Committed to ensuring all children within Create Partnership Trust are safeguarded	Essential				

TEACHING AND LEARNING

Ability to teach to an excellent standard and to role model for other staff	Essential				
Ability to keep up-to-date with the current national education agenda and curriculum	Essential				
Understanding of how children learn and can effectively apply their learning	Essential				
Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils	Essential				
Ability to develop a secure understanding of assessment strategies and the use of assessment to inform the next stages of learning	Essential				
Effective monitoring and evaluation of teaching and learning	Essential				
Experience of developing teaching and learning through coaching and/or mentoring	Desirable				
Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management	Essential				
Successful experience in creating an effective learning environment	Essential				
Ability to make accurate assessments of children's learning and able to support others to do the same within the year group	Essential				
High expectations of pupils' learning and attainment	Essential				
Strong commitment to school improvement and raising achievement for all	Essential				