**COTSFORD JUNIOR SCHOOL**

**POST OF CLASS TEACHER**

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

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| **category** | **essential** | **DESIRABLE** | **EVIDENCE** |
| **application** | 1. Fully supported in reference
2. Well-structured **supporting letter** indicating beliefs, an understanding of important educational issues and showing how you would ensure that all children make at least good progress (1000 words max)
 |  | Letter of applicationReferencesInterview |
| **qualifications** | 1. Qualified Teacher status
 | 1. Evidence of further professional development
2. Evidence of recent CPD in relation to English/Maths
 | Letter of applicationCertificates |
| **experience** | 1. Ability to demonstrate high standards of classroom practice, with a track record of at least good progress and raising standards of achievement within your class
2. Consistent good and outstanding teaching record in a Key Stage 2 classroom
3. Recent effective leadership of a curriculum area
4. Successful contribution to the life of a primary school
 | 1. Evidence of successfully improving achievement and attainment for FSM pupils/ and or vulnerable pupil groups
 | ReferencesLesson observationLetter of applicationInterview |
| **skills** | 1. Ability to readily establish professional relationships and work as part of a team
2. Ability to communicate accurately and effectively verbally and in writing
3. Curriculum management - planning, delivery and assessment
4. Organisational ability
5. Excellent ICT skills
6. A creative approach, which encourages independent learning
7. Evidence of pace and challenge in teaching and learning
8. Ability to quality mark pupil books, to a high standard
 | 1. Recent experience leading staff development meetings and whole school projects
2. The ability to organise, manage and implement whole school projects effectively
 | Letter of applicationReferencesInterviewLesson observation |
| **special knowledge** | 1. Detailed knowledge of the structure and content of the new National Curriculum
2. An understanding of how to develop an engaging and inspirational curriculum that raises attainment, levels of pupil progress
3. Detailed knowledge of assessment and how this informs planning, teaching and learning
4. A clear vision and understanding of the needs of primary pupils including the MAT and those with SEND
 |  | Letter of application ReferencesInterview |
| **personal attributes** | 1. Ability to work as part of a team
2. Highly motivated, ambitious, optimistic, energetic and enthusiastic
3. Sees this as a developmental opportunity
4. Ability to demonstrate a stimulating and innovative approach
5. A good health and attendance record
6. Evidence of being able to build and sustain effective working relationships with staff, Governors, parents and the wider community
7. The ability to lead other staff by positive example
8. Personally committed to continuing professional and personal development
9. Caring attitude towards pupils and parents
10. Sense of humour
 | 1. Has, and is willing to run, extra- curricular activities
 | Letter of applicationReferencesInterview |