** KS3 Teacher with Literacy & Communication Lead - Person Specification**

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|  | **Essential**  | **Desirable**  |
| **Qualifications and professional development** | * Educated to degree level
* QTS/or other DfE teaching qualification
* Evidence of appropriate CPD
 | * A willingness to undertake CPD and further study.
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| **Knowledge, skills and understanding** | * Good communication and interpersonal skills
* Good analytical and evaluative skills
* An appreciation of other areas within the team
* A good understanding of data and assessment methodologies to inform student progress and effective intervention strategies
* Demonstrate a passion for curriculum area
* Good commitment to inclusive education and principles and practices of equal opportunities.
* Extensive knowledge of curriculum area
 | * Successful management of change
* Leading creatively
* Knowledge/experience of monitoring and evaluating staff and student performance
* Knowledge/record of managing and promoting curriculum development
* Knowledge of other subjects/willingness to learn
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| **Leadership and management attributes**  | * Evidence of knowledge of subjects within their team.
* Demonstrate a commitment to leading the professional development of others (individual and team)
* Moral courage and determination
* Motivate, inspire and empower
* Presence, drive and passion
* Good change management skills
* Highest integrity in all aspects of professional practice.
* Good creative and innovative problem solving skills
* Builds good professional relationships
* Excellent time and team management skills
 | * Good understanding and application of effective classroom accountability and challenge.
* Good knowledge of school development and strategic planning, including effective monitoring and evaluation strategies.
* Develop leadership in others as part of daily practice.
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| **Teaching and learning attributes**  | * Consistently outstanding practitioner
* Effective use of ICT in management and education.
* Ability to Performance Manage and make judgements that improve practice
* Friendly and approachable with a sense of humour
* Ability to identify strengths and areas for development within the team
* Ensure team accountability
* Manage conflict within the team
 | * Ability to monitor performance and make incisive judgements that improve practice.
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