**Permanent Class Teacher Post – Montalbo Nursery & Primary School**

**Person Specification and selection criteria**

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| **Attributes / Qualities** | **Essential** | **Desirable** | **Method of assessment** |
| **Application** | * Fully supported in reference
* A separate well-structured supporting letter indicating examples of successes in your career to date and how you can help the school develop in the future. (maximum 1000 words)
 |  | * Application form
* Letter
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| **Qualifications** | * Appropriate qualified teacher status
* Evidence of good knowledge and understanding of effective teaching and learning
 |  | * Application form
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| **Experience** | * At least one year’s teaching experience
* Proven record of effective teaching & learning
* Good management of broad and balanced curriculum delivery
* High expectations of pupil achievement and behaviour
* Management of assessment procedures and commitment to pupil progress
* Successful and co-operative team work
* Evidence of working in more than one KS
* Evidence of recent Subject Leadership
 |  | * Application form
* References
* Interview
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| **Professional Development**  | * Desire to develop and extend skills in teaching and learning
* Willingness to become an effective Subject Leader
* Evidence of recent professional development
* Experience of planning and delivering the KS2 curriculum
 | * Willingness to develop as a leader
 | * Application form
* References
* Interview
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| **Skills, knowledge & expertise** | * An excellent classroom practitioner
* Effective behaviour management skills
* Ability to use ICT to enhance teaching and learning
* Ability to plan and deliver a creative curriculum effectively and assess pupil work accurately
* High standard of organisational/time management skills
* Ability to communicate effectively in a variety of situations and contexts – both written and verbally
* Skilled and confident in the teaching of literacy and numeracy
* Track record of actively promoting safeguarding procedures in a school
* Detailed knowledge of the structure and content of the National

Curriculum* A clear vision and understanding of the needs of all pupils, including those with special educational needs
* Understanding and knowledge of current issues in education
* Evidence of supporting the wider community of the school
 | * Experience of analysing data and tracking progress
 | * Application form
* References
* Interview
* Lesson Observation
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| Personal | * A robust approach to work
* Reflective
* Ability to work flexibly
* A creative thinker who is innovative and imaginative
* Ability to set and sustain high standards in all areas of teaching
* Ability to work collaboratively and with sensitivity
* Willingness to contribute to the school’s ethos and values
* A sense of humour!
 | * Willingness to play a full and active role in aspects of school life beyond the teaching and learning
 | * Application form
* References
* Interview
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