**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 |
| **Qualifications** | * Appropriate qualified teacher status * Evidence of good knowledge and understanding of effective teaching and learning |  | * Application form |
| **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 |
| **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 |
| **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 |
| 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 |