

## Person Specification: Lead ASD Base Teacher

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications/ Training</b>	<p><b>Should have:</b></p> <ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Relevant professional development in subject area/s</li> <li>• Teaching throughout KS3 and KS4 to all abilities;</li> <li>• Supporting students to achieve improved results and good or outstanding teaching practice</li> <li>• The use of prior attainment data to drive student progress and achievement</li> <li>• Evidence of professional development in the area of SEN</li> </ul>	<p><b>In addition, may have:</b></p> <ul style="list-style-type: none"> <li>• Completed national SENCO award, or working towards</li> <li>• Further degree/post-graduate qualification</li> <li>• Tackling underachievement strategies</li> <li>• Working with student/staff groups to enhance the student achievement</li> <li>• Aspects of literacy or numeracy to support subject area</li> <li>• Using resources creatively to raise standards</li> </ul>
<b>Experience</b>	<p><b>Should have experience of:</b></p> <ul style="list-style-type: none"> <li>• Teaching throughout KS3 and KS4 to all abilities</li> <li>• Experience of working with pupils with autism across KS3 and KS4</li> <li>• Participation in successful faculty initiatives and development</li> <li>• Experience of the use of prior attainment data to drive student progress and achievement</li> </ul>	<p><b>In addition, may have experience of:</b></p> <ul style="list-style-type: none"> <li>• Tackling underachievement strategies</li> <li>• Working with student/staff groups to enhance the student achievement</li> <li>• Developing and planning literacy or numeracy to support subject area</li> <li>• Using resources creatively to raise standards</li> <li>• Experience of effective deployment of staffing and resources</li> </ul>
<b>Knowledge and understanding</b>	<p><b>Should have knowledge and understanding of:</b></p> <ul style="list-style-type: none"> <li>• The SEN Code of Practice</li> <li>• Academic systems and processes</li> <li>• Whole-school issues and their strategic management</li> <li>• The current Ofsted framework and its impact on classroom practice and leadership and management and the place of self-evaluation;</li> </ul>	<p><b>In addition, may have knowledge and understanding of:</b></p> <ul style="list-style-type: none"> <li>• School assessment data and student tracking systems.</li> <li>• Curriculum planning and development</li> </ul>

<b>Skills</b>	<b>Will be able to:</b> <ul style="list-style-type: none"> <li>• Lead and manage staff teams effectively to ensure excellent outcomes for young people</li> <li>• Communicate effectively (both orally and in writing) to a variety of audiences;</li> <li>• Show evidence of good interpersonal skills as a team member, and in handling sensitive situations in a wider context;</li> <li>• Establish good working relationships throughout the school community;</li> <li>• Promote the school's aims positively, and use strategies to monitor motivation and morale;</li> <li>• Motivate others to achieve their best, and enhance their self-esteem</li> </ul>	<b>In addition, may be able to:</b> <ul style="list-style-type: none"> <li>• Work with governors and/or parent groups;</li> <li>• Provide school-based professional development</li> <li>• Encourage staff to surpass their own expectations</li> </ul>
<b>Personal characteristics</b>	<ul style="list-style-type: none"> <li>• Clear-sighted</li> <li>• Creative thinking</li> <li>• Determined</li> <li>• Open-minded</li> <li>• Positive</li> <li>• Team Player</li> </ul>	