**Cotsford Primary School**

**Person Specification and Criteria for Selection**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **HOW CRITERIA WILL BE ASSESSED** |
| **APPLICATION** | * Fully supported in reference * A separate well-structured supporting letter indicating vision and belief for effective teaching and learning and examples of successes (maximum 2 x A4 sides) |  | * Application Form * References |
| **QUALIFICATIONS** | * Degree * Qualified Teacher Status (Please note that any offer of employment is subject to attainment of QTS prior to appointment) | * Evidence of participation in professional development or further study | * Application Form |
| **EXPERIENCE** | Must have clear evidence of the following:   * Ability to demonstrate experience and high standards of recent (within the last two years) classroom practice * To be judged as a good or better teacher (please specify source) * High standards of classroom management and practice * Experience of using assessment to inform planning, measure the progress of pupils against National expectations and to plan appropriate and effective intervention * Experience of and desire to develop cross curricular teaching * Demonstrate excellent subject knowledge * Passionate about creating a stimulating learning environment where children can grow and flourish * Creative and imaginative in approach to teaching and learning which engages all children including those with SEND | * Organising and running extra-curricular activities * Successful teaching experience in more than one key stage * Experience teaching phonics and developing early reading * Experience of using Classroom Dojo to enhance home learning | * Application Form * References * Interview * Observation (Virtual if required) |
| **PROFESSIONAL DEVELOPMENT** | * Ability to take on curriculum leadership within a primary school * Evidence of professional development | * Attendance at relevant courses * Evidence to demonstrate effective CPD | * Application Form * References * Interview |
| **SKILLS** | * An excellent classroom practitioner * Ability to plan and deliver the curriculum effectively and assess pupil work accurately * Skilled and confident in the teaching of English and Mathematics * Evidence of teaching high standards and pupils making at least good progress * Track record of actively promoting safeguarding procedures in a school * Able to make and maintain excellent relationships with children, parents and carers, colleagues and outside agency staff * Excellent communicator in both spoken and written English | * Experience of effectively leading a subject area with evidence of impact * To have strategic skills in moving school priorities forward e.g. developing action plans, monitoring progress and evaluating improvement. | * Application Form * References * Interview process * Observation (Virtual if required) |
| **SPECIAL KNOWLEDGE** | * Detailed knowledge of the structure and content of the 2014 National Curriculum * Ability to deploy a range of strategies to achieve effective behaviour management in line with school policy * Use of assessment for learning to improve standards, including excellent quality marking and feedback to accelerate learning * Detailed planning with clear outcomes and challenge for all learners * Teaching using Assessment for Learning continually | * Experience of analysing and evaluating internal data for class and subject led | * Application Form * References * Interview process * Observation (Virtual if required) |
| **PERSONAL ATTRIBUTES** | * Be passionate about educating children to become confident lifelong learners, whilst treating them with respect and offering quality care, guidance and support * A willingness to try a range of teaching strategies to ensure that all pupils maximise their potential * Ability to work independently and as part of a team * Willingness to be fully involved and committed to all aspects of Cotsford Primary life * Commitment to ongoing professional development * Inspire learners by engaging the curriculum through the use of enrichment activities * Flexible, warm, positive and enthusiastic approach |  | * Application Form * References * Interview process * Observation (Virtual if required) |