

**Evergreen School**

**Teacher**

**Criteria and Person Specification**

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **WHERE IDENTIFIED** |
| APPLICATION | * Well-structured and presented supporting letter indicating beliefs and understanding of important educational issues * Fully supported in reference |  | Application and reference |
| QUALIFICATIONS | * Qualified teacher status | * Recognised qualification in the education of pupils with SEN | Application |
| EXPERIENCE | * Experience of working successfully and co-operatively as part of a team within a primary or special school | * Experience of teaching pupils with SEN * Experience of working as part of a multi-   professional team   * Experience of working with pupils in EYFS,   KS1 and KS2 | Application, reference and interview |
| SKILLS | * Ability to communicate effectively in a variety of situations * Ability to work as part of a multi-professional team * Proven classroom management skills * Ability to teach all subjects to pupils with a wide range of   learning difficulties   * Ability to motivate and inspire pupils * Ability to lead, and work as part of a supportive and   effective team | * Evidence of managing one or more curriculum areas | Application, reference and interview |
| PROFESSIONAL DEVELOPMENT SKILLS | * A strong commitment to improving professional practice   through on going and appropriate professional development | * Evidence of relevant professional   development | Application, reference and interview. |
| SPECIAL KNOWLEDGE | * A clear vision and understanding of the requirements of   pupils with special educational needs   * Understanding and knowledge of current issues relating to education. * A good, up to date knowledge of a range of teaching, learning and behaviour management strategies and how to adapt them * In depth knowledge and understanding of current curriculum issues and how they affect SEN | * Practical understanding of the range of behaviour that pupils with SEN present | Application, reference and interview |
| PERSONAL  ATTRIBUTES | * Ability to demonstrate enthusiasm and sensitivity whilst working with others * Ability to manage change * Ability to work with parents as partners * Evidence of being able to build and sustain effective relationships with staff, governors, parents, other agencies and the wider community * Flexibility and adaptability in order to be able to mix and work with a wide range of people * Personal resilience |  | Application, references and interview |