**Valley Road Senior Teacher – Person Specification**

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| ***Essential*** | ***Desirable*** |
| *Qualifications* |  |
| * Qualified Teacher status
* First degree or equivalent
 | * Evidence of additional further educational qualifications
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| *Experience* |  |
| * At least 5 years successful teaching experience in the primary age range
* Substantial knowledge and understanding of learning and teaching at Key Stage Two.
* Leadership experience in the primary age range
 | * Experience of working with and involving school Governors
* Experience of teaching in more than one key stage
* Experience of working with and developing links with the community
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| *Knowledge & Understanding* |  |
| * Confident use of IT communication skills
* Knowledge and understanding of data analysis and the ability to use data to set targets for improvement
* Up to date knowledge & understanding of the current national education agenda
* Understanding of how children learn and effectively apply their learning
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| *Leadership Skills* |  |
| * To assist the Headteacher in leading a primary school which is already successful but with ambition for further improvement
* Evidence of highly effective teaching in more than one year group
* This will require the ability to:
	+ Lead and develop the schools Creative Curriculum
	+ Lead and manage people to work both individually and in teams
	+ Delegate and monitor effectively
	+ Aid the Head to initiate and manage change
	+ Motivate and inspire by setting and following high standards
	+ Seek advice and support when necessary
	+ Deal sensitively with people and resolve conflicts.
 | * Evidence of successful school improvement planning and delivery
* Support the Headteacher with the school’s performance management
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| *Decision-making Skills* |  |
| * Ability to investigate, resolve problems and make decisions
* This will include an ability to:
	+ Collect and weigh evidence, make judgements
	+ and take decisions in line with good educational practice
	+ Think creatively and imaginatively to solve
	+ problems and identify opportunities
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| *Communication Skills* |  |
| Personal quality:* The ability to communicate clearly and take into account, where appropriate, the views of others
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| Professional quality:* Effectively communicate orally and in writing to a range of audiences
* Negotiate and consult
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| *Self-Management Skills* |  |
| * Ability to plan time and organise work effectively
* This will include an ability to:
	+ Prioritise and manage time
	+ Work under pressure and meet deadlines
	+ Be self motivating and set personal goals
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| *School Ethos* |  |
| * Capacity to influence others
* An ability & commitment to develop and maintain the ethos of the school in partnership with the Headteacher and SLT
* Ability to support and help develop a vision for high quality education which promotes spiritual, moral and cultural development
* Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child’s education
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| *Personal Attributes*  |  |
| * Adaptability to changing circumstances & ideas
* Energy and enthusiasm
* Reliability and integrity
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