



# Ashurst Primary School

## TLR –SCHOOL IMPROVEMENT LEAD TEACHER PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE	SOURCE
<b>Education and Training</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>Additional relevant qualifications and training</li> <li>Evidence of relevant staff development and a commitment to CPD</li> </ul>	App
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Very good knowledge and understanding of Literacy throughout the Primary curriculum</li> <li>Knowledge of strategies to secure consistently high standards of teaching and learning in Literacy amongst the whole staff team</li> <li>An understanding of the process, continuity and progression of learning in Literacy</li> <li>Clear understanding of the use of Assessment for Learning</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and understanding of 'Every Child Matters' agenda</li> <li>Knowledge of Read, Write Inc phonics programme</li> </ul>	App Ref Int
<b>Relevant Experience</b>	<ul style="list-style-type: none"> <li>Proven ability as a successful classroom practitioner</li> <li>Proven experience of raising standards in a subject area</li> <li>Relevant experience and ability re the use of ICT in and out of the classroom</li> <li>Experience of effective working with the wider school community (parents, students, staff, governors)</li> <li>Experience in school improvement and self-evaluation strategies including strategies to monitor teaching and learning</li> </ul>	<ul style="list-style-type: none"> <li>Experience of teaching across the whole primary curriculum</li> <li>Experience of organising meetings and courses for Parents</li> </ul>	App Ref
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>High standards and expectations of self and for each and every child</li> <li>Well managed classroom where children are encouraged to be independent learners</li> <li>Ability to demonstrate a high-quality learning environment</li> <li>A proven ability to work to a high standard and use assessment to inform planning</li> <li>Ability to establish and review targets</li> <li>Ability to communicate effectively with pupils, staff, parents, governors, the community and other agencies</li> <li>Ability to lead and manage staff to work towards common goals</li> <li>Willingness to be involved in the decision making process, both as a team player and as an individual</li> <li>Commitment to teamwork and ability to relate to others as members of a team</li> <li>Ability to plan, prioritise and organise workload</li> <li>A proven ability to tackle underperformance of staff by setting targets for improvement</li> </ul>	<ul style="list-style-type: none"> <li>An ability to lead and manage significant change</li> <li>An ability to carry out staff appraisal / performance management</li> <li>Ability to manage a budget</li> </ul>	App Ref Int
<b>Special</b>	<ul style="list-style-type: none"> <li>Professional role model</li> <li>Positive and forward thinking strategic vision</li> </ul>		App Ref

<b>Attributes and Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Good interpersonal skills and public relations</li> <li>• Dedication to hard work</li> <li>• Willingness to learn from others and to share good practice</li> <li>• An enthusiasm for involvement with all members of the school and wider community</li> <li>• Ability to influence others by sharing and presentation of ideas</li> <li>• Willingness to help enrich and enhance the pupils' national curriculum requirements, e.g. after school clubs, 'Friends' activities, etc.</li> </ul>		Int
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>• Application forms should be completed in full</li> <li>• Letters should be clear and concise, and no more than 2 sides of A4 paper. Font size should be no lower than size 10</li> <li>• Letters should be underpinned by personal philosophy for primary education</li> <li>• Letters should be clear in addressing the criteria identified in the person specification</li> </ul>		

School Improvement Lead Teacher person specification - April 2014