Person Specification – Key Stage 3 Teacher

<table>
<thead>
<tr>
<th>Category</th>
<th>Essential</th>
<th>Desirable</th>
<th>Method of Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualification and Training</td>
<td>• Graduate • Qualified Teacher Status • Evidence of appropriate CPD related to teaching and learning.</td>
<td></td>
<td>Application Form</td>
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<tr>
<td>Knowledge and Understanding</td>
<td>• Knowledge of the national curriculum and relevant schemes of work. • Understanding of how to develop skills and attributes in students. • Understanding of the assessment processes at KS3 and how to use these to support planning and raise student attainment. • Knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged. • Good knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques. • Excellent understanding of what constitutes effective teaching and learning.</td>
<td>• Ability to use and understand assessment data. • Familiar with effective learner progress intervention strategies.</td>
<td>Application Form and Interview</td>
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<tr>
<td>Teaching and Learning</td>
<td>• Commitment to comprehensive education and personalised learning. • Excellent classroom teacher. • Sets high expectations of all students • Ability to create and effective learning environment.</td>
<td>• Evidence of successful lesson planning, delivery and evaluation.</td>
<td>Interview</td>
</tr>
</tbody>
</table>
| **Skills and Experience** | • Excellent communication skills orally and written.  
• Excellent use of ICT to make learning engaging and dynamic and to support assessment.  
• The capacity to make decisions based on sound judgements.  
• The capacity to form positive learning-centred relationships with other professionals. | • Evidence of innovative practice.  
• Successful experience of teaching students of all abilities. | **Application Form and Interview** |
|---|---|---|---|
| **Personal Attributes** | • The capacity to consistently perform to a high level of success and act as a role model for other professionals.  
• Self motivated with an ability to use own initiative.  
• Well developed interpersonal and social skills.  
• A passion for education and making a difference.  
• Ability to meet deadlines.  
• Enthusiastic and always positive.  
• Use critical thinking, creativity and imagination.  
• Able and willing to scrutinise own practice and to make their practice accessible to others.  
• Believe they can improve on their previous best.  
• Commitment to safeguarding children and young people. | • Potential for promotion | **Application Form and Interview.** |