



## Ravensdale Primary School

### Person Specification – Class teacher

|                                             | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Desirable                                                                                                                                                                                                |
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| <b>Qualification</b>                        | <ul style="list-style-type: none"><li>Have qualified teacher status</li></ul> <p><small>Note - Early Years Teacher Status without QTS will not be accepted.</small></p>                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                          |
| <b>Knowledge and understanding</b>          | <ul style="list-style-type: none"><li>Have detailed knowledge of the relevant aspects of the pupils' National Curriculum/Development Matters and other statutory requirements.</li><li>Have a good understanding of current teacher standards and the meaning of them, including professional expectations.</li><li>Be able to cope securely with subject-related questions which pupils raise and know about pupils' common misconceptions and mistakes in your specialist subject.</li></ul>                                                                                            | <ul style="list-style-type: none"><li>Demonstrate knowledge and understanding and take account of wider curriculum developments, which are relevant to your work.</li></ul>                              |
| <b>Attitude and Mindset</b>                 | <ul style="list-style-type: none"><li><b>Be warm.</b></li><li><b>To be aware of and instil a love of learning in everyone, children and staff alike.</b></li><li><b>To be aware of, instil and maintain 'unconditional positive regard' for all pupils and adults.</b></li><li><b>Uphold and demonstrate the school mission and values.</b></li><li><b>Be reflective and constantly strive for self-improvement.</b></li></ul>                                                                                                                                                            |                                                                                                                                                                                                          |
| <b>Teaching and managing pupil learning</b> | <ul style="list-style-type: none"><li>Be able to ensure effective teaching of whole class, groups and individuals so that all pupils progress in line with school expectations.</li><li>Set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.</li><li>Use teaching methods which keep pupils' engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.</li></ul> | <ul style="list-style-type: none"><li>Have an up to date knowledge of teaching Modern Foreign Languages</li><li>Be skilled and efficient at teaching ICT through the whole primary curriculum.</li></ul> |



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| <b>Pupil achievement</b>                    | <ul style="list-style-type: none"><li>• Be able to demonstrate that, as a result of your teaching, pupils achieve well relative to prior attainment, making good or better progress.</li><li>• Be able to demonstrate the highest standards and ensure children attain well.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                      |
| <b>Managing and developing staff</b>        | <ul style="list-style-type: none"><li>• Establish effective working relationships with professional colleagues including, where appropriate, support staff.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                      |
| <b>Managing resources</b>                   | <ul style="list-style-type: none"><li>• Select and make good use of learning resources, which enable teaching objectives to be met.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                      |
| <b>Managing own performance development</b> | <ul style="list-style-type: none"><li>• Understand the need to take responsibility for your own professional development and to keep up-to-date with research and developments in pedagogy and in the subjects you teach.</li><li>• Have an understanding of your professional responsibilities in relation to school policies and practices.</li><li>• Set a good example to the pupils you teach in terms of your personal conduct.</li><li>• Be able to evaluate your own teaching critically and use this to improve your effectiveness</li><li>• Be reflective.</li></ul>                                                                                                                                                        | <ul style="list-style-type: none"><li>• Demonstrate responsibility for your own professional development and use the outcomes to improve teaching and children's learning.</li></ul> |
| <b>Planning and setting expectations</b>    | <ul style="list-style-type: none"><li>• Be able to identify clear learning objectives, content, lesson structures and sequences according to the subject matter and the pupils being taught.</li><li>• Be able to set clear targets for pupils' learning, building on prior attainment.</li><li>• Demonstrate consistent and effective planning of lessons and sequences of lessons to meet pupils' learning needs ensuring high expectations</li><li>• Be able to personalise learning according to the needs of each individual child in your classes, taking account of all groups.</li><li>• Be able to provide positive and targeted support.</li><li>• Keep planning and other documentation up to date and relevant.</li></ul> |                                                                                                                                                                                      |



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| <b>Assessment and evaluation</b>                  | <ul style="list-style-type: none"><li>• Be able to assess how well pupils have learnt, and use this assessment effectively for future teaching.</li><li>• Mark and monitor pupils' class and home work providing constructive oral and written feedback, setting targets for pupils' progress, in accordance with school policies.</li><li>• Have a secure understanding of the levels of pupils' attainment across the primary age range, and pitch lessons accordingly.</li></ul> |  |
| <b>Relations with parents and wider community</b> | <ul style="list-style-type: none"><li>• Know how to prepare and present informative reports to parents</li><li>• Understand the need to liaise with agencies responsible for pupil welfare</li></ul>                                                                                                                                                                                                                                                                                |  |