

**PERSON SPECIFICATION****PERSON SPECIFICATION FOR Lead Practitioner: Teaching and Learning****TEAM: SENIOR LEADERSHIP TEAM**

Personal Attributes				
	Essential		Desirable	
	Attribute	Stage Identified	Attribute	
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status*</li> <li>• Graduate*</li> </ul>	A	<ul style="list-style-type: none"> <li>• Additional relevant qualifications*</li> <li>• Evidence of further study, particularly in the field of educational management*</li> <li>• NPQSL</li> </ul>	A A A
General Experience	<ul style="list-style-type: none"> <li>• Experience as a Middle Manager/leader or Local Authority subject work</li> <li>• Successfully leading change at a department or whole school level</li> </ul>	A	<ul style="list-style-type: none"> <li>• Experience of managing a whole school responsibility</li> <li>• Teaching experience in more than one school</li> <li>• Recent experience of upper key stage two or KS1</li> </ul>	A A
Teaching and Learning Experience/Skills/Knowledge	<ul style="list-style-type: none"> <li>• Outstanding classroom practitioner</li> <li>• Proven ability to raise standards in classrooms other than their own</li> <li>• Experience of leading teaching and learning initiatives beyond their own classroom</li> <li>• Excellent understanding of the components which comprise outstanding teaching and learning</li> </ul>	A, R, I	<ul style="list-style-type: none"> <li>• Target setting</li> <li>• Knowledge of Accelerated Learning approaches</li> </ul>	

	<ul style="list-style-type: none"> <li>• Experience of giving effective feedback to colleagues about professional performance</li> <li>• Experience of coaching and mentoring colleagues</li> <li>• Experience of conducting lesson observations</li> </ul>			
General Knowledge & Skills	<ul style="list-style-type: none"> <li>• Knowledge and experience of school improvement/ strategic planning</li> <li>• Outstanding inter-personal and communication skills</li> <li>• Evidence of the ability to manage change</li> <li>• The ability to demonstrate a good grasp of strategies required to achieve their potential</li> <li>• An awareness of current developments and initiatives in education</li> <li>• ICT skills</li> </ul>	<p>A,R</p> <p>A, R, I</p> <p>I</p> <p>A,R,I</p>	<ul style="list-style-type: none"> <li>• Knowledge and experience of engaging all stakeholders in securing consensus</li> </ul>	<p>A</p> <p>A,R,I</p> <p>A,I</p> <p>A,I</p>
Personal Qualities	<ul style="list-style-type: none"> <li>• A willingness to participate fully in the life of the school.</li> <li>• Personable and approachable</li> <li>• Team player</li> <li>• The desire for further promotion</li> <li>• Good time management</li> <li>• Ability to motivate and inspire.</li> </ul>	<p>A, I</p> <p>A,R, I</p> <p>A, R, I</p> <p>A, R, I</p>		
A = Application, I = Interview, R = Reference <b>*Shortlisted candidates should bring with them copies of their qualifications</b>				

