

Mainscale Teacher Person Specification

Attributes	E = Essential D = Desirable	Evidence A = Application I = Interview O = Observation
Qualifications • Qualified teacher status	E	
Knowledge and Understanding • A clear and well-thought out understanding of current educational issues, theory and practice. • Have a detailed knowledge of the relevant aspects of the students' National Curriculum and other statutory requirements. • Have a secure knowledge and understanding of their specialist subject(s) equating to degree level, including the subject knowledge specified in the relevant ITT National Curricula. • Understand progression in their specialist subject(s), including before their specialist age range. • Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in their specialist subject(s).	E	
Planning and setting expectations • Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught. • Set appropriate and demanding expectations for students' learning and motivation. Set clear targets for students' learning, building on prior attainment. • Identify students who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Education Plans (IEPs).	E	

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Teaching and managing student's learning • Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time. • Use teaching methods which keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources. • Set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships. • When applicable, understand the demands expected of students in relation to the National Curriculum and Key Stage 4 & 5 courses.	E	
Student achievement • Secure progress towards student targets.	E	
Relations with parents and the wider community • Know how to prepare and present informative reports to parents. • Recognise that learning takes place outside the school context and provide opportunities to develop students' understanding by relating their learning to real and work-related examples. • Understand the need to liaise with agencies responsible for students' welfare.	E	
Managing own performance and professional development • Understand the need to take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach. • Understand their professional responsibilities in relation to school policies and practices. • Set a good example to the students they teach in their presentation and their personal conduct.	E	

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• Evaluate their own teaching critically and use this to improve their effectiveness.		
Managing and developing staff and other adults • Establish effective working relationships with professional colleagues including, where applicable, associate staff.	E	
Managing resources • Select and make good use of textbooks and other resources.	E	
Other attributes considered essential at Sir John Cass Foundation & Redcoat CofE Secondary School • A record of excellent attendance and punctuality. • Excellent written and oral communication skills, including appropriate ICT skills. • The ability to work, and contribute, effectively within departmental and Year-based teams. • The ability to work actively and effectively with parents, governors and other stakeholders. • Flexibility and a willingness to be involved in the life of Sir John Cass Foundation & Redcoat CofE Secondary School • The ability to use own initiative and motivate others. • A commitment to teaching and lifelong learning, and a willingness to continue to further own learning through continuing professional development. • Commitment to implement the School's Equal Opportunities Policies. • A developing range of successful teaching strategies. • A secure knowledge of the importance of data as a means both to measure and to extend progress. • A high level of organisational and planning skills. • The ability to create a stimulating visual environment for the classroom. • The ability to create a dynamic learning environment which values and enables everyone equally.	E	

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• A commitment to the mission and aims of Sir John Cass Foundation & Redcoat CofE Secondary School. • An awareness of equal opportunities issues generally and specifically of how they relate to this area of work.		
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