

Person specification

Leading Practitioner – English

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| **Relevant experience** | **Essential** | **Desirable** | **Evidence** |
| Relevant experience as a successful teacher of English in a secondary school | P |  | A I |
| Recent experience of teaching and planning curriculum up to and including at KS5 |  | P | A I |
| Successful use of strategies to enhance teaching and learning. | P |  | A I |
| Use of intervention strategies to address identified issues for development | P |  | A I |
| Awareness of the latest developments and initiatives in English education. | P |  | I |
| Use of assessment and attainment information to improve practice and raise standards. | P |  | A I |
| Vision for the development of Teaching and Learning. | P |  | A I |
| Delivery of Teaching and Learning CPD |  | P | A I |
| **Education and training** | **Essential** | **Desirable** | **Evidence** |
| Qualified Teacher Status. | P |  | A |
| Degree in English or related subject. | P |  | A |
| Established and evidenced practice as an outstanding teacher over a prolonged period. | P |  | A I |
| Higher qualifications such as a Masters’ Degree or evidence of pursuit of further professional qualifications. |  | P | A |
| Evidence of a commitment to own professional development. | P |  | A I |
| **Specific skills** | **Essential** | **Desirable** | **Evidence** |
| Outstanding classroom practitioner | P |  | A I R |
| Experience of leading teaching and learning initiatives beyond their own classroom |  | P | A I R |
| Excellent understanding of the components which comprise outstanding teaching and learning | P |  | A I |
| Experience of coaching and mentoring colleagues |  | P | A I |
| Excellent interpersonal and communication skills | P |  | A I |
| The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience | P |  | A I R |
| Developing high quality learning strategies and monitoring learner progress to raise attainment | P |  | A I |
| Evidence of high achievement in teaching across the Key Stages | P |  | A I R |
| Working effectively as a personal tutor | P |  | A I |
| Proven ability to raise standards in classrooms other than their own |  | P | A I R |
| Experience of giving effective feedback to colleagues about professional performance | P |  | A I R |

A – Application form I – Interview R - Reference