

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