

PERSON SPECIFICATION

Job Title: Teaching and Learning Lead – with a focus on Writing

Salary: Main-Upper Pay Spine + TLR2a

Hours: As set out in STPC

Job Location: Hill View Junior Academy

Company: Vision Learning Trust

Responsible to: Head Teacher/Board of Directors

Selection decisions will be based on the candidate specification outlined below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your expression of interest, you should ensure that you address the person specification and provide evidence of how you meet the criteria.

	Essential	Desirable
Qualifications/ Professional Development	<p>Qualified teacher status.</p> <p>Track record of good or outstanding teaching</p> <p>Be willing to undertake training to develop leadership skills</p>	<p>At least 3 years teaching experience</p> <p>Recent relevant training in subject leadership</p>
Teaching and Learning	<p>Exemplary classroom practitioner with a proven commitment to high expectations and raising standards for all groups of children</p> <p>Show how assessment can be used to improve practice and raise standards</p> <p>A sound working knowledge of supporting children with SEND</p> <p>Demonstrate different teaching methods and how teaching can be adapted to meet the needs of all pupils.</p> <p>Demonstrate effective intervention strategies to improve the quality of teaching and learning</p> <p>Ability to build effective working relationships with staff and other stakeholders</p> <p>A commitment to furthering own professional understanding and expertise</p>	<p>Experience of monitoring and evaluating teaching and learning across a subject area</p> <p>An awareness of local and national organisations that can provide support with developing the subject area across the school</p>

	Essential	Desirable
Curriculum Leadership	<p>Evidence of improving the teaching and learning in a whole school curriculum area</p> <p>Experience of curriculum design and implementation</p> <p>Understanding of high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve</p> <p>Experience of leading an initiative with proven impact and improved outcomes for children</p> <p>Experience of writing action plans which contribute to the School Development Plan</p> <p>Ability to communicate a vision and inspire others</p> <p>Ability to show how resources can be used effectively</p>	<p>Expert knowledge of the National Curriculum, particularly within the core leadership area</p> <p>Experience of presenting impact evaluation information to governors and other stakeholders</p> <p>Show an understanding of relevant legislation and educational developments</p> <p>Experience of contributing to School Self-Evaluation</p> <p>Experience of managing budget allocations</p>
Staff Development	<p>Be able to lead and work as part of an effective team.</p> <p>Excellent interpersonal skills necessary for leadership</p> <p>Experience of identifying training needs</p> <p>Experience of leading new initiatives during staff meetings and INSETs</p>	<p>Experience of coaching and mentoring of teaching students</p> <p>Experience of supporting teachers</p>
General	<p>Uphold and promote the ethos and values of the school</p> <p>Approachable and the ability to form good relationships with staff, pupil, parents and carers</p> <p>Energetic and enthusiastic with a positive 'can do' approach</p> <p>Good written and verbal communication skills in order to relate effectively to pupils, staff, governors and parents</p>	<p>Evidence of contributing to the wider school and its community</p>

	Essential	Desirable
	<p>Excellent time management and organisation</p> <p>The ability to work as both part of a team and independently</p>	