

# **LAWFORD MEAD PRIMARY & NURSERY SCHOOL**

## **PERSON SPECIFICATION PHASE LEADER**

### **Qualifications**

1. Qualified teacher status or recognised equivalent
2. Evidence of continuing and recent professional development relevant to the post

### **Experience**

1. Recent highly effective experience of teaching in the relevant phase in mainstream classrooms, including planning and assessment, delivery, working with additional adults and taking responsibility for their performance in the classroom
2. Proven experience of raising standards for all pupils, including underachieving pupils
3. Successful experience of aspects of leading a team in curriculum or other school wide initiatives
4. Experience of promoting positive behaviour conducive to learning, focused on raising standards
5. Experience of promoting highly effective communications within and between teams and other stakeholders in the community
6. Able to use and disseminate effective Primary teaching and learning strategies used to raise pupil attainment and achievement
7. Good understanding and use of assessment, including target setting and tracking
8. Experience of effective subject leadership

### **Professional Knowledge**

1. An understanding of equality of opportunity issues and how they can be effectively addressed in schools
2. The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high attainment and progress
3. The knowledge and understanding of effective team leadership and management and how this must focus on raising standards and school improvement
4. An understanding of effective procedures for managing and promoting positive behaviour
5. An understanding of importance of culture and ethos and how this impacts on morale, high expectations and standards
6. A good understanding of the role of parents and the community in school improvement and how this can be practised and developed
7. A clear understanding of data analysis and the important impact this can have on achievement and attainment

### **Professional skills**

Can demonstrate the ability to:

1. Analyse data, to evaluate the performance of pupil groups, pupil progress and plan an appropriate course of action
2. Implement and lead whole school initiatives and manage change
3. Effectively support colleagues in raising standards of teaching and learning
4. Create and maintain a positive team spirit delegating, negotiating and challenging where necessary, with sensitivity
5. Develop the long term capabilities of others by collaborating with and motivating colleagues
6. Inspire others to achieve high standards
7. Build effective relationships with parents/members of the community

**Commitment**

Demonstrate a commitment to:

1. Equalities & inclusion
2. Promoting the school's vision and ethos
3. High quality, stimulating learning environment
4. Relating positively to and showing respect for all members of the school and wider community
5. Having a solution-focussed mindset and a determined 'no-excuses' approach to raising standards
6. Ongoing relevant professional self-development, safeguarding and child protection