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|  | Essential | Desirable |
| Qualifications and experience | Qualified Teacher status.  Recent leadership demonstrating the impact of your leadership skills. | Evidence of commitment to further professional development ie NPQSL/NPQML |
| Knowledge and understanding | Good knowledge of the current national curriculum and an understanding of age related expectations.  Good understanding of how to plan effectively to meet the needs of all pupils.  Experience and understanding of assessment both formative and summative.  Good knowledge of using assessment to drive the priorities of the school forward.  A clear understanding of the impact of coaching other staff.  A clear understanding of managing challenging behaviour in a positive way and supporting other members of staff who are dealing with challenging behaviour. | Recent training relating to the new Primary Curriculum. |
| Personal characteristics | Positive, enthusiastic, proactive and resilient  Highly organised – able to meet deadlines  Autonomous within own role. |  |
| Aims and Values | A clear educational philosophy that accords with the aims and values of the school.  An enthusiasm for working with all stakeholders. |  |
| Classroom Practice, Curriculum and Assessment | The ability to create a stimulating a purposeful learning environment, with provision that is appropriate for the needs of the children.  An understanding of the whole school curriculum in a primary setting.  A clear understanding of the process of assessment and the role it has in securing high standards. | A clear passion and interest in a curriculum area and willingness to share practice across partner schools. |
| Parents and Community | A clear understanding of the importance of involving parents in their children’s education.  An understanding of the link between parental engagement and the raising of levels of achievement.  A positive way of interacting with parents under challenging circumstances. |  |