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| Lostock Primary School F:\School Office\Moller Sharon\Templates\Logos (Nov 2014)\lostock_logo_high_res.png**TLR2 Person Specification** | | | |
| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Education and Training** | * To be a qualified teacher * To be able to demonstrate professional development | * Willingness to undertake an award bearing leadership qualification eg. NPQML | A  A |
| **Work Experience** | * To have recent teaching experience of children across the primary range * To have experience of a management role in a primary school * To be able to show leadership and curriculum development in at least one subject * To be able to demonstrate a knowledge and understanding of the role of self evaluation | * To show involvement in a whole school strategic project or development * To have a knowledge and understanding of the role of governors | A  A  A/I  A/I |
| **Classroom Expertise** | * To be an excellent classroom practitioner, with excellent teaching skills and knowledge of issues that contribute to excellent teaching * To have in depth knowledge and understanding of current curriculum issues |  | A  A/I |
| **Skills and Abilities** | * To be able to develop, implement and review aspects of the School Improvement Plan * To have experience of school self evaluation, establishing and reviewing targets and making decisions * To be able to develop and review the curriculum to reflect National Curriculum requirements and its implementation * To be able to inspire creativity within the curriculum * To be able to set standards and provide a role model for pupils and staff * To be able to support the Headteacher and Senior Leadership Team in the delivery of the school’s staff development policy * To be able to maintain good discipline and pastoral care throughout school | * To have experience of drawing up a School Improvement Plan * To have experience of leading staff development * To have experience of monitoring and evaluation | A/P  A/P  A/P  A/I/P  A/I/P  A/I  A/I |
| **Special**  **Knowledge** | * To have knowledge of current developments with regard to the National Curriculum * To have an understanding of the process of learning * To have a knowledge of child centered learning, individual target setting and on-going assessment * To have experience in analysing data | * To have experience of developing the curriculum in light of the New Curriculum changes * To have experience of “Assessment for Learning” principles and strategies * To be confident in the use and development of Computing and ICT throughout school | A/I  A/I  A/I  A/I |
| **Personal Qualities** | * To have a clear commitment and enthusiasm for working with children * To be enthusiastic and innovative * To have good interpersonal skills and the ability to relate well to children and adults * To have the ability to lead, influence and motivate others * To show evidence of being able to work as part of a team * To have excellent time management skills | * To be able to investigate and solve problems and demonstrate judgement | A/I  A/I  A/I  A/I  A/I  A/I |
| **Approach to Work** | * To have high motivation, enthusiasm and commitment * To have a commitment to child-centered education * To demonstrate evidence of involving parents as partners in the education process * To show a commitment to working in partnership with governors, the LA and other agencies to provide the best education possible for our pupils |  | A/I  A/I  A/I/P  A/I |

A = Application I = Interview P = Presentation