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| Lostock Primary SchoolF:\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
 | AA |
| **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
 | AAA/IA/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
 |  | AA/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/PA/PA/PA/I/PA/I/PA/IA/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/IA/IA/IA/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/IA/IA/IA/IA/IA/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/IA/IA/I/PA/I |

A = Application I = Interview P = Presentation