

## The Garth School

### POST OF TEACHER: PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> <li>▪ Qualified teacher</li> <li>▪ Evidence of continued personal career development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Further advanced educational qualification or management related qualification</li> </ul>
Experience	<ul style="list-style-type: none"> <li>▪ Successful teaching experience and evidence of good practice</li> <li>▪ Experience and understanding of pupils with a variety of SEN including autistic spectrum disorders</li> <li>▪ Experience of working with a variety of external agencies</li> <li>▪ A knowledge of nurture groups</li> <li>▪ Evidence of good practice in the classroom</li> </ul>	<ul style="list-style-type: none"> <li>▪ Successful experience of a range of curriculum responsibilities</li> <li>▪ Successful experience as a middle or senior manager in a special school or with SEN pupils within a mainstream school (eg as a SENCO)</li> </ul>
Curriculum	<ul style="list-style-type: none"> <li>▪ Comprehensive knowledge and understanding of the curriculum including strategies</li> <li>▪ Understanding of school development / improvement planning</li> <li>▪ Understanding of recent and anticipated curriculum and assessment developments</li> </ul>	<ul style="list-style-type: none"> <li>▪ Curriculum leadership experience in one or more core subjects</li> <li>▪ Breadth of curriculum leadership experience</li> </ul>
Personnel	<ul style="list-style-type: none"> <li>▪ Experience of leading the work of others</li> <li>▪ Able to communicate a clear vision</li> <li>▪ Able to develop and sustain good personal relationships</li> </ul>	<ul style="list-style-type: none"> <li>▪ Able to promote the achievements of the school in the local community</li> </ul>
Financial	<ul style="list-style-type: none"> <li>▪ Understanding of the concept of cost effectiveness and value for money</li> </ul>	<ul style="list-style-type: none"> <li>▪ Some budget management experience</li> <li>▪ Awareness of and commitment to fund raising opportunities</li> </ul>
Management	<ul style="list-style-type: none"> <li>▪ Able to prioritise and make decisions</li> <li>▪ Able to delegate and manage the work of individuals and teams</li> </ul>	<ul style="list-style-type: none"> <li>▪ Success in a team leadership role</li> </ul>
Assessment	<ul style="list-style-type: none"> <li>▪ Knowledge and Understanding of assessment, recording and reporting requirements</li> <li>▪ Experience of strategies to raise pupil achievement</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience and knowledge of target setting routines</li> <li>▪ Experience of using ICT solutions in data handling</li> </ul>
Parents & Community	<ul style="list-style-type: none"> <li>▪ Committed to a strong partnership between home and school</li> <li>▪ Committed to the open school concept and community support</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of working and talking with parents and the wider community</li> <li>▪ Involvement in community ventures</li> <li>▪ Experience of promoting a successful home school partnership</li> </ul>