



# HEDNESFORD VALLEY HIGH SCHOOL

## Person Specification Class Teacher

Criteria	Essential	Desirable
<b>A. General</b>		
1. Qualified Teacher Status	✓	
2. Relevant degree in subject	✓	
3. Proven record of consistently effective teaching at Ofsted level 'Good' or above	✓	
<b>B. Set high expectations which inspire, motivate and challenge students</b>		
1. Be able to establish a safe and stimulating environment for students, rooted in mutual respect.	✓	
2. Be able to give appropriate challenge in their learning to students of all backgrounds, abilities and dispositions	✓	
3. Be able to demonstrate consistently the positive attitudes, values and behaviour which are expected of students	✓	
<b>C. Promote good progress and outcomes by students</b>		
1. Be aware of students' capabilities and their prior knowledge, and plan teaching to build on these	✓	
2. Be able to guide students to reflect on the progress they have made and their emerging needs.	✓	
3. Demonstrate knowledge and understanding of how students learn and how this impacts on teaching.	✓	
<b>D. Demonstrate good subject and curriculum knowledge</b>		
1. Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain student's interest in the subject, and address misunderstandings.	✓	
2. Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.	✓	
<b>E. Plan and teach well-structured lessons</b>		
1. Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.	✓	
2. Have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these.	✓	
<b>F. Make accurate and productive use of assessment</b>		
1. Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment	✓	

requirements.		
2. Make use of formative and summative assessment to secure students' progress.	✓	
3. Use relevant data to monitor progress, set targets, and plan subsequent lessons.	✓	
4. Give students regular feedback, both orally and through accurate marking and encourage students to respond to the feedback.	✓	
<b>G. Manage behaviour effectively to ensure a good and safe learning environment</b>		
1. Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.	✓	
2. Manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.	✓	
<b>H. Fulfil wide professional responsibilities</b>		
1. Make a positive contribution to the wider life and ethos of the school.	✓	
2. Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.	✓	
3. Deploy support staff effectively.	✓	
4. Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.	✓	
5. Communicate effectively with parents with regard to students' achievements and well-being.	✓	
<b>I. Personal and Professional Conduct</b>		
1. Maintain high standards of ethics and behaviour, within and outside school.	✓	
2. Maintain high standards in their own attendance and punctuality.	✓	