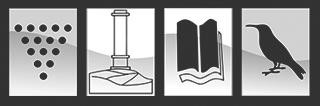
**Callington Community College**



**Person Specification and**

**Qualification**

The following list is indicative of the kind of person we are looking for. Not all of these criteria are essential; however, please do try to give evidence of how you fulfil the majority of these requirements in your application.

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| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified teacher status * Good honours degree or equivalent | * + Evidence of continuing professional development * Evidence of keeping up to date with educational thinking and knowledge |
| **Experience** | * + Successful teaching with excellent subject knowledge   + Evidence of appropriate professional development * Involvement in faculty/department self-evaluation and development planning * Ability to demonstrate an understanding of whole school improvement strategies for literacy | * + Proven record as a teacher whose students reach high standards of   learning and achievement   * + Delivery of a whole school literacy program |
| **Skills** | * + A good understanding of what   constitutes outstanding learning and teaching and the ability to ensure this is the norm across your classes   * + Good organisational and   administrative ability   * Ability to manage students firmly, fairly and effectively * Ability to be adaptable and flexible in order to meet the diverse nature of student’s needs * A good communicator – Able to demonstrate creative and innovative strategies that improve on the performance of students | * Knowledge and understanding of the use and development of ICT to enhance learning |

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| **Knowledge** | * + A deep understanding of pedagogy and how children learn   + A strong commitment to research, innovation and improvement   + An understanding of the barriers to reading and how these can be addressed | * An awareness of Christine Counsell’s and/or Ruth Ashbee’s work on curriculum |
| **Personal qualities and attitude** | * Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school * Commitment to equal opportunities and securing good outcomes for pupils with SEN or Disadvantage   + Determination and commitment with an exceptional capacity for productive work   + Sense of personal drive and ambition   + High levels of energy and enthusiasm   + Approachability, openness and   integrity   * + Reflective practitioner   + Resilient individual   + A good sense of humour and good interpersonal and communication skills | * + Enjoy being highly visible |