Sir John Thursby Community College

Personal Specification – Learning Leader

Attributes		Essential	Desirable	How identified
1.	Qualifications	QTS Degree	Recent relevant INSET in preparation to lead/manage a department.	Application form
2.	Experience	 Clear evidence of excellent teaching over time Clear evidence of positive outcomes from Y11 classes Substantial experience of teaching across the whole ability range of students Substantial experience of teaching across the 11-16 age range of students Evidence of planning long & medium term schemes of learning 	 Experience of leading a team of people in a positive, effective manner Experience of leading CPD or working with individual teachers to improve the quality of their teaching 	Application form Supporting letter Selection process References
3.	Skills and knowledge	 Clear understanding of what makes excellent provision in the subject Clear understanding of how to accurately assess student progress Clear understanding of new KS4 specifications Clear understanding of how the KS3 curriculum supports skills and knowledge needed for KS4 Clear understanding of what makes excellent teaching Clear understanding of how to analyse and use data to raise achievement Clear understanding of how to meet the needs of all students An ability to plan strategically 	 Understanding of how to raise achievement for Disadvantaged students 	Supporting letter Selection process
4.	Personal qualities	 A passion to make a difference to young people's lives through education Ability to build effective working relationships Enthusiastic, resilient & solution focused An effective team member, who works well with other people An ability to build effective teams and motivate others To like young people and to be liked by them A drive to make things happen Not to settle for good, but always strive to improve A commitment to safeguarding and equality Confident using modern technologies Sense of humour 	Aspiration for Senior Leadership	Supporting letter Selection process References
5.	Other	 Application form completed in full Letter of application (max 2 sides A4, font 11) Enhanced DBS disclosure Satisfactory health check A commitment to sustain regular attendance at work 		Application School checks