

# St Teresa's Catholic Primary School

## Early Years Phase Leader Personal Specification

	Essential	Desirable
<b>Work Ethos</b>	<ul style="list-style-type: none"> <li>• Be supportive of the Catholic ethos of the school</li> <li>• Be committed to the mission and vision statement of the school.</li> <li>• Be a positive role model.</li> <li>• Clear desire to play a role in the wider life of the school.</li> </ul>	
<b>Qualifications</b>	Qualified teacher status / PGCE or equivalent	
<b>Professional Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching within an Early Years class in a school setting.</li> <li>• Exemplary classroom practitioner with a proven commitment to high expectations and raising standards for all.</li> <li>• A proven record of raising attainment of all children and good or better progress for pupils</li> <li>• Experience of leading change at a whole school level</li> <li>• Thorough knowledge and experience of the use of a range of assessment tools and strategies.</li> <li>• Experience of leading staff training, development or meetings.</li> <li>• Experience of mentoring.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching in an alternative Key Stage.</li> <li>• Experience of supporting the appraisal process for other staff</li> <li>• Had involvement in whole school development and evaluation</li> </ul>
<b>Curriculum Responsibilities</b>	<ul style="list-style-type: none"> <li>• Taken a lead on curriculum or other teaching initiatives that have contributed to raising educational standards</li> </ul>	
<b>Professional Skills, Knowledge, Aptitude</b>	<ul style="list-style-type: none"> <li>• Has excellent knowledge of the Early Years Foundation Stage Framework.</li> <li>• Willingness to undertake appropriate training</li> <li>• Have high expectations of pupils' work and behaviour and fully support the school's behaviour policy</li> <li>• Be able to promote exciting learning opportunities through a variety of teaching styles</li> <li>• A working knowledge of Keeping</li> </ul>	<ul style="list-style-type: none"> <li>• The ability to produce and analyse robust data to inform school improvement and secure positive outcomes for pupils.</li> <li>• The ability to evaluate provision of the school and plan a strategy for its development</li> </ul>

	<p>Children Safe in Education and Child Protection Policies.</p> <ul style="list-style-type: none"> <li>• Secure understanding of the barriers to effective learning and strategies to both support and challenge</li> <li>• The ability to use appropriate technology to support teaching and management.</li> </ul>	
<p><b>Personal Qualities</b></p>	<ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills and the ability to communicate clearly to a number of different audiences.</li> <li>• Be able to work as part of a team</li> <li>• Respect for the opinions of others</li> <li>• Ability to accept and use constructive criticism / support</li> <li>• Sense of humour</li> <li>• Flexibility</li> <li>• Enthusiasm to make a difference</li> <li>• Resilience and perseverance</li> <li>• A reflective approach to practice, high aspirations for yourself and the school, and the desire for continued improvement.</li> <li>• A commitment to equal opportunities policy and practice</li> </ul>	