

Person Specification Form

Job title: CPD & ITT LEAD (INTERIM)	Grade: Leadership Pay Scale (Outer)	
Establishment or team: A key role within the STEP Ahead Teaching School Alliance		
<p align="center">Requirements (based on the Job Description)</p>	<p align="center">Essential (E) or desirable (D)</p>	<p align="center">To be identified by: application form (AF), interview (I), reference (R)</p>
Qualifications <ul style="list-style-type: none"> – Qualified Teacher Status with a successful NQT year completed. – Degree or equivalent. – Master’s degree or engagement with Master’s study – Recognised CPD accreditation 	<p align="center">E</p> <p align="center">E</p> <p align="center">D</p> <p align="center">D</p>	<p align="center">AF</p> <p align="center">AF</p> <p align="center">AF</p> <p align="center">AF</p>
Experience <ul style="list-style-type: none"> – A record of outstanding practice and results as a classroom practitioner and leader. – Evidence of successful leading CPD within a school. – Evidence of developing CPD across schools. – Evidence of engagement and involvement with leading educational organisations. – Evidence of planning and implementing a CPD strategy across a school. – Evidence of working strategically with Senior Leadership teams. – Evidence of implementation of effective and accurate assessment across a school. – Evidence of working with a Strategic Governing Body to promote their strategic understanding of teaching and learning across an academy. – Evidence of mentoring or supporting NQTs and graduate teachers. – 	<p align="center">E</p> <p align="center">E</p> <p align="center">D</p> <p align="center">E</p> <p align="center">E</p> <p align="center">E</p> <p align="center">E</p> <p align="center">E</p> <p align="center">E</p>	<p align="center">AF/I</p> <p align="center">AF/I</p> <p align="center">AF/I</p> <p align="center">AF/I</p> <p align="center">AF/I</p> <p align="center">AF/I</p> <p align="center">AF/I</p> <p align="center">AF/I</p> <p align="center">AF/I</p>
Knowledge, skills and abilities <ul style="list-style-type: none"> – Excellent classroom practitioner. – Excellent pedagogical content knowledge. – Excellent knowledge of latest research into the teaching and learning and best practice of professional development. 	<p align="center">E</p> <p align="center">E</p> <p align="center">E</p>	<p align="center">AF/I</p> <p align="center">AF/I</p> <p align="center">AF/I</p>

– Excellent communication skills, both written and oral.	E	AF/I
– A commitment to undertake and use evidence-based research to promote the continuous growth and development of both CPD and ITT across the Trust.	D	AF
– Excellent understanding of the use of IT to promote teaching and learning.	D	AF/I
– To understand the mission/aims of STEP Academy Trust and STEP compass.	E	I
– To be aware of Child Protection policy/procedures.	E	AF/I
– Able to interpret data and translate this to priorities for school improvement.	E	A/I
– A secure understanding of the National Curriculum.	E	AF/I
– A secure understanding of statutory induction period requirements.	E	AF/I
– Awareness/commitment to Equality and Diversity.	E	AF/I/R
– To be able to manage and support strategic change.	E	I
Other (including special requirements)		
Access to car	D	AF/I
Commitment to equality and diversity	E	I
Commitment to health and safety	E	I
Commitment to attendance at work	E	I
Confidential References and Reports		
References should provide a strong level of support for relevant professional and personal knowledge, skills and abilities related to above	E	R
Positive recommendation from current employer	E	R
Satisfactory health and attendance record	E	R