

SEND TLR PERSON SPECIFICATION

FACTORS	ESSENTIAL	DESIRABLE
Qualifications	Qualified Teacher Status.	Training in senior leadership
Training	<p>Appropriate recent professional training further to basic teaching qualifications.</p> <p>Relevant training for SEND</p> <p>NANSENCo award</p>	<p>Attendance on courses related to</p> <p>a) Curriculum Development</p> <p>b) Education Management</p> <p>Relevant training for SEND</p>
Experience	<p>Of...</p> <p>Teaching and raising standards in SEND provision</p> <p>Providing support to teachers to develop practice to success</p> <p>Effective curriculum management/implementation of a major whole school initiative</p> <p>Experience of monitoring and evaluating classroom practice to ensure practice meets the needs of all learners</p> <p>Proven successful experience of coaching and mentoring and raising the quality of teaching and learning in EYFS beyond your own classroom and beyond your own school.</p> <p>Supporting (leading) INSET on issues related to curriculum development/ quality of teaching and learning/SEND</p> <p>Proven, successful experience as a middle leader.</p>	<p>Working with colleagues to raise standards throughout the 3-11 age range</p> <p>Performance Management implementation as a Team Leader</p> <p>Experience of working to support children who are working outside national curriculum expectations</p> <p>Experience of working in mainstream and special school settings</p>

<p>Knowledge & Skills</p>	<p>Highly effective classroom practitioner: quality of teaching and learning is good or outstanding in the candidate's own classroom.</p> <p>Understanding of the development and implementation of whole school policies, including curriculum development, target setting and assessment issues</p>	<p>Clear understanding and knowledge of budgetary control.</p> <p>Ability to improve the quality of teaching through successful coaching and mentoring.</p>
<p>Personal Qualities</p>	<p>Good communication skills</p> <p>Well organised and able to organise others</p> <p>Enthusiastic team approach to management</p> <p>Ability to motivate and lead a team of teaching and support staff</p> <p>Ability to command the respect, confidence and trust of others</p> <p>Ability to relate to a wide range of people at <u>all</u> levels</p> <p>Ability to set targets, meet deadlines and to work under pressure</p> <p>Ability to promote the child centred ethos within the Trust.</p>	<p>Adaptable and versatile approach.</p> <p>Flexibility</p> <p>Sense of humour</p>
<p>Interests/Motivation relevant to the job</p>	<p>Up to date knowledge of SEND educational trends</p> <p>Full understanding of SEND code of practice</p>	<p>Up to date knowledge of whole school educational trends</p> <p>Ability and commitment to contribute to extra-curricular activities each week</p> <p>Interests other than education.</p>

Commitment	Should have a commitment to: <ul style="list-style-type: none">• Working with Trust leaders to develop effective practice• Continuing the process of raising standards• Helping children of all abilities to reach their full potential• Involving parents in the life of the schools and their children's education• Working with School Governors• Contributing to a self-evaluating school.	
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