



KING EDWARD VI BALAAM WOOD ACADEMY

Educational excellence for our City

Person Specification

~ Lead Practitioner of Literacy ~

King Edward VI Balaam Wood Academy, New Street, Frankley, B45 0EU

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<p>Qualified Teacher Status.</p> <p>Honours degree in English.</p>	<p>Good Honours degree in English.</p> <p>Evidence of commitment to continued professional development.</p> <p>NPQLL or willingness to undertake this qualification.</p>
EXPERIENCE	<p>Teaching in a Secondary phase.</p> <p>Experience in curriculum design and planning to ensure progression.</p> <p>A proven track record of excellent English teaching and the promotion of literacy.</p> <p>A proven track record of delivering strong progress outcomes.</p> <p>Ability to set challenging targets based on prior attainment and data.</p> <p>Ability to monitor and evaluate pupil performance effectively.</p> <p>Excellent record of attendance and punctuality.</p>	<p>Participation of work with other schools/agencies.</p> <p>Understanding of how to promote SMSC, including British Values, in lessons.</p> <p>Experience in developing an initiative in relation to teaching and learning which would ideally be literacy-based.</p> <p>Experience of leadership within an area of the school community.</p> <p>Experience of leading CPD across the school, including in different faculty areas.</p>

	<p>Experience of robust self-evaluation and development planning linked to this.</p> <p>Experience of sharing good practice so that classroom practice develops.</p> <p>Experience of or an enthusiasm for extra-curricular activities.</p>	<p>Experience of using reading tests, reading interventions and supporting struggling readers.</p>
SKILLS	<p>Excellent teaching skills and classroom practice and the ability to teach consistently outstanding lessons.</p> <p>Able to build effective working relationships.</p> <p>Establish credibility with colleagues, pupils, parents and carers.</p> <p>Excellent written and oral skills.</p> <p>Able to use initiative and solve problems.</p> <p>Range of ICT skills including knowledge and use of tracking systems.</p> <p>Suitability to work with children and young people.</p> <p>Flexible and able to prioritise.</p> <p>Ability to drive projects forward to a successful completion.</p>	<p>Ability to demonstrate imagination and flexibility in working methods and the ability to adjust rapidly to new priorities and developments.</p> <p>Personal impact and presence.</p> <p>Experience of working directly with families to raise standards.</p>
KNOWLEDGE	<p>Knowledge and understanding of the Teacher Standards and best practice.</p> <p>Knowledge of reading including phonics, fluency and comprehension</p> <p>Knowledge of school improvement initiatives and current issues related to responsibility in the post.</p> <p>Knowledge and monitoring, review and evaluation.</p>	<p>Desire to promote and foster a reading for pleasure culture in school.</p> <p>Knowledge of the current Ofsted framework.</p>

	<p>Excellent knowledge of the National Curriculum at KS3 and of the requirements of GCSE syllabuses at KS4.</p> <p>Excellent understanding of the assessment processes at KS3 and KS4 and how to use these to support planning and raise pupil achievement.</p> <p>Excellent knowledge and understanding of how literacy and numeracy skills are developed in pupils and the teaching and learning approaches that best support the development of these skills.</p>	
January 2025		