DONCASTER SCHOOL FOR THE DEAF

**TEACHER**

Person Specification

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **HOW**  **IDENTIFIED** |
| APPLICATION | Well structured application. | Supporting letter indicating beliefs, understanding of important educational issues and teaching styles. | Application |
| QUALIFICATIONS | Qualified Teacher Status. Degree or equivalent. | Qualified Teacher of the Deaf  BSL Sign Language Qualification Minimum of Level 1 or equivalent skills | Application  Certificates |
| EXPERIENCE | Proven ability to lead, manage, direct and support a class team.  Evidence of working in partnership to raise pupil achievement. | Experience of teaching Deaf children.  Experience of teaching Primary /EYFS/Read Write Ink phonics  Experience of demonstrating accountability for pupil achievement to the governing body and other audiences.  Experience of working with a multi-professional team. | Application  Reference  Interviews |
| PROFESSIONAL DEVELOPMENT | Evidence of sustained participation in INSET, especially special educational needs program or similar.  Trained in or willingness to train in BSL. | Experience of leading INSET activities for others.  Experience or expertise in leading a curriculum area. | Application  Interview |
| SKILLS | Able to demonstrate an understanding of curriculum planning, delivery and assessment.  Willing to develop subject knowledge.  Able to demonstrate their ability to use ICT effectively.  Ability to form positive working relationships with pupils.  Ability to forge and maintain positive links with families.  Ability to form positive working relationships with a range of staff and professionals.  Excellent written and communication skills.  Evidence of setting high expectations/acting as a positive role model.    Excellent record keeping skills, especially in relation to pupil teaching and learning.  A good understanding of progress tracking at an individual pupil level and an ability to use this in planning for teaching and learning. | Evidence of commitment to a school community. | Application  References  Interview |
| SPECIAL KNOWLEDGE | Understanding of learning styles.  Evidence of high levels of creativity in planning and teaching.  Experience of monitoring and evaluating teaching.  Knowledge of the structure and content of the National Curriculum.  Committed to raising achievement.  Evidence of outstanding teaching including use of assessment.  Commitment to safeguarding, equality and diversity and health and safety at the school | A clear vision and understanding of the needs of Deaf pupils.  A clear understanding of the challenges of literacy and the curriculum for Deaf pupils.  Understanding/experience of pupils with a wide range of SEN, physical and behavioural difficulties.  Awareness of the Education Acts and SEN Code of Practice. | Application  References  Interview |
| PERSONAL  ATTRIBUTES | Ability to demonstrate enthusiasm, sensitivity and a caring attitude whilst working with children.  Evidence of being able to build and sustain effective working relationships with children, parents, staff, governors, professionals and the wider community.  Excellent attendance and punctuality record.  Be highly respected and able to motivate others.  Provide a role model for learners and other staff through personal and professional conduct.  Resilient under pressure.  A determination to progress school improvement and a desire to fulfill each child’s potential.  Ability to work flexibly and undertake other duties as the need arises.  Self motivated and self reliant. | Positive and energetic approach to work. | Application  References  Interview |