**Teaching Staff Specification**

The following outlines our expectations of the characteristics we look for in all appointments we make.

**Professionalism**

* A core strongly held and enacted values
* Respect for others - The underlying belief that individuals matter and deserve respect
* ​Challenge and support - A commitment to do everything possible for each student and enable all students to be successful
* Confidence - The belief in one’s ability to be effective and take on challenges
* Self-Learning - A commitment to developing understanding and learning new skills to become a better teacher
* Creating trust - Being consistent and fair.  Keeping ones word

**Thinking**

* The drive to ask ‘why?’ and see patterns
* Analytical thinking – The ability to think logically, break things down and recognise cause and effect
* Conceptual thinking – The ability to see patterns and links, even when there is a lot of detail

**Planning and Setting Expectations**

* Targeting energy and effort where it will make the most difference to students
* Drive for improvement - Relentless energy for setting and achieving challenges
* Information seeking - A drive to find out more and get the full story.  Intellectual curiosity
* Initiative - The drive to act now to anticipate and pre-empt events

**Leading**

* Directing, inspiring and motivating others
* Flexibility - The ability and willingness to adapt to the needs of a change tactics
* Holding people accountable - The drive and ability to set clear expectations and parameters and to hold others accountable for performance
* Managing student - The drive and ability to provide a clear direction to students and to enthuse and motive them
* Passion for learning - The drive and ability to support students in their learning and to help them become more confident, independent learners

**Relating to Others**

* Managing one’s interactions and relationships effectively
* Impact and influence - The ability and drive to produce positive outcomes by impressing and influencing others
* Empathy - The drive and ability to understand others and why they behave as they do
* Team working - The ability to work with others to achieve shared goals

 **General**

* Capacity to be a good role model for all members of the school community
* Willingness to accept both support and challenge leading to improved practice
* Ability to teach outstanding lessons