**Selection Redundancy Criteria**

|  |  |
| --- | --- |
| **Teaching Requirements** | **Skills/experience:**  0 – has insufficient knowledge / skills required for the role  2 – displays some of the required skills but requires supervision/training  3 – displays skills required and can provide support to others  4 – displays a range of skills and is able to take on other roles  5 – displays the full range of skills and is able to take on a range of different roles |
| **Teaching** (with reference to the School’s Career Stage Expectations) |  |
| 1  **A teacher must set high expectations which inspire, motivate and challenge pupils** |  |
| 2  **A teacher must promote good progress and outcomes by pupils** |  |
| 3  **A teacher must demonstrate good subject and curriculum knowledge** |  |
| 4  **A teacher must plan and teach well- structured lessons** |  |
| 5  **A teacher must adapt teaching to respond to the strengths and needs of all pupils** |  |
| 6  **A teacher must make accurate and productive use of assessment** |  |
| 7  **A teacher must manage behaviour effectively to ensure a good and safe learning environment** |  |
| 8  **A teacher must fulfil wider professional responsibilities** |  |

|  |  |
| --- | --- |
| **General Requirements** |  |
| Demonstrate achievement in pupil progress |  |
| Demonstrate good working knowledge of strategies & successful interventions to diminish the difference in Maths, Reading and Writing |  |
| Ability and willingness to teach in different year groups |  |
| Willingness to contribute to the wider life of the school e.g. before & after school clubs, activities or events, with evidence of putting this into practice |  |
| Evidence of good communications skills |  |
| Ability to use own initiative |  |
| Ability to work as a member of the school team e.g. approach new challenges positively, actively contribute to staff meetings |  |
| Ability to foster good relations with parents/carers |  |
| Ability to foster relationships with other staff |  |
| Ability to support other staff |  |

|  |  |
| --- | --- |
| **Training & Development** |  |
| Completed / attended job related training other that INSET |  |
| Completed a relevant degree or diploma (in addition to teaching degree) |  |
| Specialist relevant skills |  |

This is a competency-based assessment asking for examples of what staff have accomplished/completed as an indicator of their future performance. This is not an assessment asking staff what they would do.