

ASSOCIATE TEACHER PERSON SPECIFICATION

Oxfordshire Teacher Training SCITT: Person Specification ASSOCIATE TEACHER		
CRITERIA	ESSENTIAL	DESIRABLE
Experience and qualifications	<ul style="list-style-type: none"> ▪ a UK degree or recognised international equivalent (applicants with non-UK degrees must ensure that they have obtained the relevant equivalency statement from NARIC) ▪ GCSE English and Maths, grade C or above or recognised equivalent (evidence of equivalence will be required) ▪ for primary applicants also GCSE Science grade C or above or recognised equivalent ▪ time spent in a school environment developing understanding of teaching and learning 	<ul style="list-style-type: none"> ▪ experience of working with children/ young people in an educational setting ▪ 2:1 or above in a relevant degree ▪ A level grade B or above or equivalent in relevant subject
Knowledge and Understanding	<ul style="list-style-type: none"> ▪ knowledge of the Teachers' Standards and the current role of the teacher in ensuring that students make progress ▪ excellent subject knowledge and potential to draw on that to rapidly develop subject knowledge for teaching ▪ good knowledge of appropriate ICT, presentation and communication systems and techniques 	<ul style="list-style-type: none"> ▪ prior understanding of the learning process and educational theory ▪ understanding of how to successfully apply subject knowledge to ensure student progress
Teaching and Learning	<ul style="list-style-type: none"> ▪ potential to provide for pupil learning from the start of the programme ▪ ability to reflect on and learn from experiences in order to improve rapidly ▪ high expectations of all pupils ▪ understanding of what makes an effective learning environment for all students 	<ul style="list-style-type: none"> ▪ evidence of successful lesson planning and delivery ▪ understanding of current curriculum and assessment models
Skills and Attributes	<ul style="list-style-type: none"> ▪ resilience ▪ self-awareness ▪ ability to take risks within an appropriate framework ▪ ability to rapidly establish and maintain professional working relationships with students, parents and colleagues ▪ confidence to lead learning and the work of other adults ▪ ability to work in a team ▪ evidence of creative thinking to solve problems ▪ highly flexible and adaptable to change ▪ excellent written and verbal communication skills ▪ excellent time management skills ▪ excellent planning, organisation and record keeping skills 	<ul style="list-style-type: none"> ▪ evidence of a successful delivery of a project involving managing people
Personal Qualities	<ul style="list-style-type: none"> ▪ high expectations of students and colleagues ▪ enthusiastic and committed ▪ a sense of humour and a sense of purpose ▪ open-mindedness ▪ humility, respect and empathy ▪ a growth mindset ▪ willingness to be actively involved in all areas of school life ▪ ambitious in personal goals for career progression ▪ analytical and reflective in order to improve ▪ a commitment to state education 	<ul style="list-style-type: none"> ▪ charismatic - having a presence