**St Hild’s College CE Aided Primary School Assistant Headteacher Person Specification Leadership Scale 1 – 5**

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| **Criteria** | **Essential** | **Desirable** | **Method of Assessment** |
| **Application** | * Fully supported with references, one of which must be from your current or most recent employer
* Well-presented application form with covering letter of no more than 2 sides of A4
 | * Evidence of recent professional development relative to the post
 | Application FormReferences |
| **Qualifications** | * Qualified teacher status
 | * NPQSL qualification
 | Application Form |
| **Teaching and Learning** | * Enthusiasm for teaching and learning
* An outstanding classroom practitioner with a track record of good and outstanding teaching
* Excellent understanding of assessment and how to use it to maximise pupil progress
* Experience of working within or supporting a leadership team to monitor, evaluate and improve teaching and learning across a school or key stage
 | * Experience of improving the quality of teaching of others
* Experience of co-ordinating and developing a core curriculum area
* Has experience of using research evidence to inform teaching and learning
* Has experience of teaching in a range of schools
 | Application FormReferencesInterview process |
| **Strategic Development** | * Able to communicate a strong clear vision for high quality primary education which maximises the potential of the school
* Able to articulate ways of building, communicating and implementing a shared vision
 | * Experience of school self-evaluation, and able to discuss effective processes for undertaking this
* Evidence of leading significant change which has impacted on pupil progress
 | Application FormInterview processReferences  |
| **Working with others** | * Understands the importance of working in co-operation and partnership with colleagues across the whole school
* Approachable, accessible and flexible
* High expectations and standards of self and others
 | * Experience of mentoring, giving effective feedback and supporting colleagues to improve performance
* Experience of managing difficult situations and conflicts
 | Application FormInterview processReferences |
| **Management ability** | * Ability to anticipate and solve problems
* Understanding of the need to develop and sustain a safe, secure and healthy school environment
* Able to prioritise, plan and organise own workload
 | * Experience of developing, implementing, monitoring and evaluating school policies
 | Application FormInterview processReferences |
| **Working Partnerships** | * Employment of a range of strategies to encourage parents to support their children’s learning and realise the school’s vision
* Able to listen to, reflect and act on feedback from stakeholders as appropriate
* Commitment to the wider curriculum beyond school and the opportunities it provides for pupils and the school community
 | * Experience of leading a project to enhance the school’s provision and reputation in its community
 | Application FormInterview processReferences |
| **Personal Skills and Attributes** | * Ability to support and promote the Christian ethos and values of St Hild’s
* Possesses a genuine empathy with children
* Energetic and enthusiastic, with the ability to motivate and inspire others
* Able to communicate effectively and concisely
* A good listener, capable of making reasoned and considered judgements
* Approachable, and possessing integrity
* Inspires confidence and trust
 |  | Application FormInterview processReferences |
| **Accountability** | * Can articulate an understanding of individual, team and whole school accountability for pupil learning outcomes
* Has a comprehensive understanding of school data and how it can be used for target setting
* Has a good understanding of the need to be accountable to parents for the education of their child and can demonstrate a knowledge of strategies that would enable parents to be involved in the life of the school
 | * Understands the role of the governing body and can describe how the Assistant Head Teacher will assist governors in carrying out their responsibilities effectively
* Has previous experience of challenging and supporting others in order to achieve specific targets
* Experience of reporting attainment and progress to a range of audiences
 | Application FormInterview processReferences |