**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 Form  References |
| **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 Form  References  Interview 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 Form  Interview process  References |
| **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 Form  Interview process  References |
| **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 Form  Interview process  References |
| **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 Form  Interview process  References |
| **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 Form  Interview process  References |
| **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 Form  Interview process  References |