

Mersea Island School



DEPUTY HEADTEACHER PERSONAL SPECIFICATION

Specification	Essential	Desirable	Evidence
1. Qualifications	Qualified teaching status Evidence of continuous professional development		Application form
2. Experience	Senior Management experience in a primary school setting Proven track record of outstanding teaching ability in a primary school setting The ability to use self-evaluation strategies to raise standards Designing and implementing school improvement planning Evidence of the ability to raise standards in an environment of financial constraint Use of the external environment to stimulate learning	Regular liaison with other schools and agencies Working harmoniously with Governors and the Governing Board Liaison with wider parent body Knowledge of budget setting and financial management	Application form and interview

Specification	Essential	Desirable	Evidence
3. Teaching and learning	<p>Commitment to high standards and continuous improvement amongst both pupils and staff</p> <p>A strong commitment to an aspirational and no excuses culture for both pupils and staff</p> <p>High expectations of pupil progress, attainment and personal development</p> <p>An excellent understanding of monitoring and evaluation procedures and the use of them to bring about sustainable improvements</p> <p>Ability to identify the constituents of outstanding teaching, learning</p> <p>Commitment to and evidence of supporting underperforming teaching and support staff</p>		Application form and interview
4. Leadership & Management	<p>Capacity to manage performance and staff issues robustly and support the HT & SMT to do so</p> <p>Ability to hold staff to account</p> <p>Understanding and experience of using varied approaches to empower and develop staff</p> <p>The ability to work effectively with a strong and challenging Governing Board to deliver an agreed strategy</p> <p>Demonstration of valuing all people in the school community</p> <p>Ability to communicate and implement a clear vision to move the school forward</p> <p>Evidence of good strategic and visionary leadership and management skills</p>	Evidence of management and teaching in a similar sized school	Application and interview

	<p>A well-organised person who is able to manage their time effectively, delegate, prioritise and meet deadlines</p> <p>Ability to relate to all pupils, staff, parents and Governors in a positive and constructive way</p> <p>Leading with integrity, authenticity and resilience with a proper regard for the wellbeing of all staff</p> <p>A team player who welcomes healthy debate and a challenge</p> <p>The ability to work professionally and harmoniously with the Headteacher.</p>		
5. Community	<p>Experience in working collaboratively with a wider local school community or consortium</p> <p>Ability to develop relationships amongst, and promote the school with, local community groups</p>	Experience of serving on or working with a Governing Board	Application form and interview
6. Application	<p>Well presented, concise and coherent</p> <p>One that demonstrates the applicant's personal philosophy and key aspects of the Deputy Headteacher's role</p> <p>Compelling reasons to be shortlisted</p>		Application form

