



## ASSISTANT HEADTEACHER PERSON SPECIFICATION

	Essential	Desirable
Qualifications/ Professional Development	<p>Qualified Teacher Status</p> <p>Ability to identify own learning needs and to support others in identifying their learning needs</p> <p>Demonstrable commitment to own learning and professional development</p>	<p>Experience of leading/coordinating professional development opportunities</p> <p>Evidence of continuing professional development relating to school leadership and management.</p>
Experience	<p>Substantial, successful teaching experience demonstrating excellence in teaching and learning</p> <p>Successful experience of leading one or more subject areas or teams</p>	<p>Curriculum leadership in one or more core subjects</p> <p>Experience of teaching in a Church of England school</p> <p>Experience in a middle leadership role.</p>
Strategic Leadership	<p>Ability to think strategically, at whole-school level</p> <p>Understanding of the spiritual, social and cultural development within a church school community</p> <p>Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school</p> <p>Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils</p> <p>Commitment to promoting and safeguarding the welfare of pupils.</p>	<p>Knowledge of the role of the governing body</p> <p>Evidence of having successfully translated vision into reality at whole school level</p> <p>Evidence of successful strategies for planning, implementing, monitoring and evaluation school improvement</p> <p>Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these</p>

	Essential	Desirable
Teaching and Learning	<p>A secure understanding of the requirements of the National Curriculum</p> <p>Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils</p> <p>A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning</p> <p>Experience of working with children with a wide range of needs and abilities, including ADHD and Autism</p> <p>A commitment to ongoing development, including evidence-based research and classroom-based action research.</p>	<p>Experience of teaching more than one Key Stage</p> <p>Experience of teaching mixed-age classes</p> <p>Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management</p> <p>Whole school curriculum leadership</p>
Leading and Managing Staff	<p>Experience of supporting the professional development of colleagues</p> <p>Experience of effective monitoring and evaluation of teaching and learning</p> <p>Ability to manage the demands of classroom teaching and strategic leadership responsibilities.</p>	<p>Experience of working with governors to enable them to fulfil whole school responsibilities</p> <p>Successful involvement in staff recruitment, appointment/induction</p> <p>Experience of leading performance management.</p>
Accountability	<p>Experience of taking responsibility for initiatives / projects, from planning to delivery to evaluation</p> <p>Experience of effective whole school self-evaluation and improvement strategies</p>	<p>Experience of presenting reports to governors</p> <p>Leading sessions to inform parents</p> <p>Experience of offering challenge and support to improve performance.</p>

Other skills, qualities and abilities	<p>High expectations of pupils' learning, behaviour and attainment</p> <p>Strong commitment to school improvement and raising achievement for all</p> <p>Ability to build and maintain good relationships</p> <p>Ability to empathise and show compassion</p> <p>Willingness to adapt to the needs of the school and the children</p> <p>Ability to remain positive and enthusiastic when working under pressure</p> <p>Ability to organise work, prioritise tasks, make decisions and manage time effectively</p>	