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| **ESSENTIAL** |
| **Qualifications**  |
| * Qualified Teacher status,
* Evidence of continuing professional development relating to school improvement,
* Professional development in preparation for a leadership role.
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| **Experience** |
| * Successful leadership and management experience in a school,
* Have a proven record of being an exceptional classroom practitioner in more than one year group,
* Substantial knowledge and understanding of learning and teaching across the primary phase.
* Line management experience,
* Experience of Assessment for Learning and developing a creative curriculum,
* Experience of contributing to staff development.
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| **Knowledge & Understanding** |
| * Knowledge and understanding of data analysis and the ability to use data to set targets for improvement,
* Confident in whole school self-evaluation,
* Up to date knowledge and understanding of the current national education agenda,
* Understanding of high quality teaching, and the ability to model this for others and support others to improve.
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| **Leadership Skills** |
| * Ability to articulate and share a vision of primary education within the context of the school’s values, aims and ethos,
* Evidence of success in planning, implementing, monitoring and evaluating aspects of school improvement,
* Ability to lead and manage people to work effectively both individually and in teams,
* High expectations of pupils’ behaviour, learning and attainment,
* Ability to analyse data, set targets and monitor and evaluate progress towards these,
* Delegate and monitor effectively,
* Ability to initiate and manage change,
* Ability to build effective working relationships,
* Motivate and inspire by setting and following high standards,
* Knowledge of effective strategies for raising the standards and achievement of pupils,
* Seek advice and support when necessary,
* Effective interpersonal skills, dealing sensitively with people and the ability to resolve challenges/problems,
* Ability to manage time, prioritise and organise work effectively,
* Ability to work under pressure and meet deadlines,
* Be self-motivating and set personal goals.
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| **Decision-making Skills** |
| * Ability to investigate, resolve problems and make decisions,
* Evidence of thinking creatively and imaginatively to solve problems.
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| **Communication Skills** |
| * The ability to communicate clearly and take into account, where appropriate, the views of others
* Effectively communicate orally and in writing to a range of audiences
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| **Self-Management Skills** |
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| **School Ethos** |
| * Ability to support and help develop a vision for high quality education which promotes spiritual, moral and cultural development,
* Ability to ensure that the school atmosphere is welcoming and that all parents and carers are encouraged and enabled to take an active part in the life of the school and their child’s education.
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| **Personal Attributes** |
| * Adaptability to changing circumstances & ideas,
* Ability to build and maintain positive relationships,
* Energy and enthusiasm,
* Reliability and integrity,
* Stamina and emotional resilience,
* A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.
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| **DESIRABLE** |
| * Experience of working with school Governors,
* Experience of working with and developing links with the community,
* Experience of working with other schools to raise standards,
* Evidence of supporting the Headteacher with performance management,
* Understanding and managing a budget,
* Involvement in recruitment and induction of staff,
* Experience of coaching and mentoring staff.
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