

Creating Tomorrow Trust

•Respect •Inclusion •Community •Empowerment



PERSON SPECIFICATION FOR DIRECTOR OF EDUCATION

QUALIFICATIONS AND EXPERIENCE		
Essential		<ul style="list-style-type: none"> • Qualified Teacher Status • At least 4 years' relevant experience at Headteacher and/or senior leadership level with significant successful school improvement experience and able to demonstrate impact • Substantial successful teaching experience • Knowledge, experience and capability to become an Ofsted inspector or equivalent i.e. RISE Member • Thorough knowledge and understanding of special school, alternative provision and SEND in mainstream schools and all phases of education • Experience of appraising the work of others • Successful development of strategic vision and stakeholder engagement • Proven record of planning and delivering successful CPD to teaching and non-teaching staff at all levels leading to improvement across a number of schools
Desirable		<ul style="list-style-type: none"> • National Professional Qualification for Headship. Other professional qualifications (Including NPQEL, MA, PhD) • A current practicing Ofsted inspector of schools, or in the process of becoming an inspector • Experience of managing and/or advising on school improvement across multiple institutions • Experience of securing and linking financial and educational viability for schools • Experience of school and trust governance
KNOWLEDGE AND ABILITIES		
Essential		<ul style="list-style-type: none"> • The ability to inspire trust and confidence within the whole school / college community and all stakeholders • The ability to collaborate and network with other leaders within Creating Tomorrow Trust in order to build and maintain a high performing learning community • Clear understanding of effective leadership principles and strategies and developing these in others • Wide, up to date knowledge of the primary and secondary SEND curriculum and of effective teaching methods and strategies • Thorough knowledge of current statutory frameworks • Up to date knowledge of assessment and tracking • Extensive understanding of school improvement strategies • Knowledge of current educational legislation and initiatives • The ability to think strategically and plan for the future

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		<ul style="list-style-type: none">• The ability to problem solve and forecast using cause and effect analysis• The ability to drive and manage change efficiently• A commitment to setting and securing high expectations that lead to high achievement for all• The ability to challenge and successfully address underperformance• The ability to motivate and manage members of staff with different skills and experience and to delegate appropriately• Excellent communication skills at all levels and with different stakeholders:<ul style="list-style-type: none">○ the ability to present orally with clarity and authority○ the ability to give and receive constructive feedback in an effective manner• The ability to make clear decisions and communicate them effectively
Desirable		<ul style="list-style-type: none">• Wide, up to date knowledge of FE SEND curriculum and of effective teaching methods and strategies• An understanding of how ICT can be used to improve and enhance the curriculum