

Thames Learning Trust

Person Specification Principal

Qualifications

- Qualified Teacher Status with a graduate level qualification
- Evidence of further study would be desirable

Professional development

- Evidence of regular, recent and appropriate professional development for the role of Headteacher/Principal
- Completion of the Secretary of State's (NCSL, CWDC or Local Authority) approved 'safer recruitment' training or a commitment to do so before taking up post
- Successful and substantial leadership as a deputy Headteacher in a primary school
- Ability to create and maintain a culture where professionals continuously challenge themselves, are focused on their own professional development and always seeking to improve the quality of teaching and learning
- Track record of providing inspiration and strong collaborative leadership to all staff
- Ability to develop and communicate a shared vision of what our school will look like in the next 5 to 10 years
- Experience of having created, driven, and delivered change programmes through leadership
- A proven track record of raising pupil achievement across a wide range of abilities and cultural contexts
- Evidence of managing large data sets and ability to use them to improve the school's performance
- Ability to develop and widely communicate our school's vision of achieving a positive school ethos, high standards and expectations
- Ability to put a school's vision into practice and to do so working with the whole school community

Experience and knowledge of teaching

- Display a confidence in tracking, identifying and implementing relevant legislative change, major curriculum issues and current themes in education
- Experience of teaching in at least two key stages and a current knowledge and understanding of EYFS, and key stages One and Two
- Outstanding teaching skills and the ability to provide guidelines and models of high-quality teaching
- Knowledge of how the needs of all pupils can be met through high-quality teaching

Professional attributes and skills

- An inspirational and empathetic leader who can build an excellent team and trust it to deliver for them
- A demonstrated ability to meet all National Standards of Excellence for Headteachers in relation to this appointment
- Ability to understand and meet the needs of all pupils from a diverse community
- A proven track record of the effective implementation of a range of behaviour management strategies
- Ability to develop strategies that encourage parents/carers to support their children's learning

- An understanding of, and enthusiasm about, the potential of new technology as an educational and managerial tool
- Excellent verbal and written communication and influencing skills

Personal Qualities

- Ability to lead with a clarity of purpose and a fundamental belief in the inherent capacity of all children to achieve
- Enthusiasm, energy and vision to successfully lead a high-calibre team working in a high-achieving school
- Ability to work with challenging circumstances in pro-active ways, set high standards and stimulate a sense of personal and collective achievement and pride
- Ability to build relationships and networks with external people and organisations and work in partnership with local community networks and other professional and business partners