

Person Specification for Assistant Headteacher: The Hendreds C of E School



Attributes	Essential	Desirable	Evidence
Education Qualification	<ul style="list-style-type: none"> Educated to degree level Qualified Teacher Status Evidence of appropriate continuous professional development 	<ul style="list-style-type: none"> Evidence of commitment to continuous professional development Middle - Leadership course attendance within past two years 	Application Form
Knowledge and Understanding	<ul style="list-style-type: none"> Familiarity with current national initiatives and developments in educational leadership Understanding of New OFSTED framework regarding quality of teaching, learning and assessment and effective leadership and management Understanding of how children learn and of potential barriers to learning 	Experience of classroom-based research	Application Form, Selection Day and Interview
Experience	<ul style="list-style-type: none"> Track record of raising achievement within own teaching Responsibility for leading a core subject across the school Building and sustaining effective working relationships with staff, governors and parents in the wider community 	<ul style="list-style-type: none"> Successful teaching experience in more than one phase Responsibility at phase or whole school level for raising standards Evidence of the development of policy or curriculum schemes of work Understanding of Role of Designated Lead for Safeguarding Appreciation of the role of the Governing Body 	Application Form, Selection Day and Interview
Skills and Attributes	<ul style="list-style-type: none"> Outstanding classroom teacher Understanding of positive behaviour strategies and dealing with specific behavioural issues Excellent oral and written communication skills Strong interpersonal skills Persuasiveness Effectively prioritised work habits Ability to lead, challenge and support others Able to identify examples of best practice elsewhere and adapt these where appropriate current setting Excellent listening skills 	Ambition to progress to Deputy Headship / Headship	Application Form, Teaching Observation, Selection Day and Interview
Strategic Development	<ul style="list-style-type: none"> Clear evidence of whole school impact through recent work Evidence of using assessment / progress data to improve practice 	<ul style="list-style-type: none"> Some input to School Development Planning Ability to analyse data and pinpoint key issues in order to inform future planning 	Application Form, Selection Day and Interview
Improving Teaching and Learning	<ul style="list-style-type: none"> Experience of monitoring classroom performance Understanding of the role of ICT in learning 	Experience of coaching / mentoring individuals to achieve specific outcomes	Application Form and Interview
Motivation Personal Qualities	<ul style="list-style-type: none"> Commitment to Christian ethos of our school and its values. Good team player Ability to empathise with and enthuse and motivate others Resilience and sense of humour while working under pressure 	Commitment to providing extra-curricular activities and an understanding of its impact upon school ethos	Application Form, Selection Day and Interview