

**Fleggburgh CofE VC Primary and Freethorpe Community
Primary and Nursery School
EXECUTIVE HEAD TEACHER SELECTION CRITERIA**

QUALIFICATIONS, EXPERIENCE and PROFESSIONAL DEVELOPMENT

- ❖ Qualified teacher status with practical understanding of the National Curriculum and current national developments.
- ❖ Relevant further professional and managerial qualifications. NPQH is desirable but not essential.
- ❖ Evidence of further appropriate professional development (In-Service Training).
- ❖ Evidence of leadership and management within the primary age range.
- ❖ Evidence of successful teaching within the primary age range.
- ❖ Experience of headship is desirable.
- ❖ A desire to expand and grow the federation is required.

SCHOOL-SPECIFIC KNOWLEDGE and PROFESSIONAL COMPETENCIES

Governors will look for evidence of the following, which are key for the successful appointment to the headship of this school

- A creative approach to learning beyond the classroom
- Commitment to promote and develop the distinctive ethos of our church school
- The knowledge to secure high levels of achievement and progress for all children
- An understanding of the strategies to enhance transition into and from the school
- The skills to promote and celebrate the school's successes within the wider community
- Effective strategies for combining the leadership and management of the school with a commitment to teaching

GENERIC KNOWLEDGE and PROFESSIONAL COMPETENCIES

Applicants must be able to demonstrate their capacity to meet the National Standards for Head Teachers in particular:

1 Shaping the Future

- 1.1 Establishing and communicating a shared vision of the school
- 1.2 Strategic thinking and planning to implement the vision and sustain school improvement
- 1.3 Leadership which motivates, challenges and inspires to create a positive and inclusive school community

2 Leading Learning and Teaching

- 2.1 Determining a diverse, relevant, creative and inclusive curriculum
- 2.2 Using appropriate tools to assess, monitor and analyse children's progress and using this information to improve learning and teaching
- 2.3 Securing high expectations of achievement, attendance and behaviour and an ethos where all children are valued, can contribute and achieve success

3 Developing Self and Working with Others

- 3.1 Providing and encouraging professional development and a work-life balance for all staff, including self
- 3.2 Maintaining and developing effective relationships and teamwork
- 3.3 Giving responsibility, reviewing performance and taking action when it is unsatisfactory

4 Managing the Organisation

- 4.1 Establishing clear policies and practice and monitoring and evaluating their impact
- 4.2 Providing a safe, secure and healthy learning environment
- 4.3 Managing all aspects of the school's resources to achieve the school's aims and objectives

5 Securing Accountability

- 5.1 Undertaking school self-evaluation and using the outcomes to improve children's achievements
- 5.2 Defining and supporting the responsibilities and accountabilities of governors and staff
- 5.3 Presenting a clear account of the school's performance to all members of the school community

6 Strengthening Community

- 6.1 Building a school culture and curriculum that recognises and celebrates diversity and challenges prejudice
- 6.2 Enhancing the value of the school to the wider community and involving that community in enriching the learning and social experiences of children
- 6.3 Collaborating with other schools, agencies, and with parents and carers, to enhance children's enjoyment, wellbeing, achievement and personal development

PERSONAL QUALITIES

Applicants must be able to demonstrate the following general attributes:

- 7.1 Excellent communication, interpersonal and organisational skills
- 7.2 Adaptability and creativity
- 7.3 Has a rapport with children
- 7.4 Clarity of thought and action
- 7.5 Commitment and integrity
- 7.6 Confidence and enthusiasm
- 7.7 Personal impact and presence
- 7.8 Forward thinking
- 7.9 Commitment to well-being of staff and self

We are committed to safer recruitment practices and to safeguarding and promoting the welfare of all children. We expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.