



HEAD OF SCHOOL – SARK SCHOOL 2018-2021

Person Specification

	Essential	Desirable
Qualifications and Professional Development	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of Continuing Professional Development relating to school leadership/curriculum development 	<ul style="list-style-type: none"> • NPQH or further professional qualification
Experience	<ul style="list-style-type: none"> • Successful leadership experience to at least Senior Teacher/Assistant Head level, in a range of schools (by location and size) • Successful teaching experience within the KS2 and/or KS3 age range 	<ul style="list-style-type: none"> • Experience as Head Teacher or Deputy Headteacher
Strategic Leadership	<ul style="list-style-type: none"> • Ability to provide clear educational vision and direction • Ability to inspire and motivate all stakeholders • Evidence of developing and implementing effective strategies for school improvement • High level of involvement with school improvement planning • High level involvement in monitoring and evaluation procedures leading to clear impact • Ability to work in partnership with education leaders and those in a governance role • Ability to set challenging targets for children and staff • Ability to analyse and use pupil data on attainment and progress to raise standards • Understand the principles of effective teaching and learning 	<ul style="list-style-type: none"> • Strategic Leadership experience across EYFS, KS1/KS2 and/or KS3 • Use of assessment data to improve standards • Experience of small school multi-age classes • Experience of teaching and/or leading in KS3
Leading Teaching and Learning	<ul style="list-style-type: none"> • Successful experience of monitoring, evaluating and improving the quality of teaching and learning • Understanding the role and impact of assessment in children’s learning • Secure knowledge of statutory requirements relating to curriculum and assessment • Experience of leading curriculum innovation • Successful experience of developing effective learning behaviours 	



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<p>Leading and Managing Staff</p>	<ul style="list-style-type: none"> • Ability to lead, manage and motivate across the school community • Ability to establish positive working relationships with all stakeholders • Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams • Successful experience of identifying the need for, and leading, in-service training • Significant experience of taking a lead role in the appraisal of staff, including leading lesson observations • Experience of dealing with staff when performance gives cause for concern 	<ul style="list-style-type: none"> • Experience of working with governors/trustees • Experience of representing the school within a community
<p>Managing Resources</p>	<ul style="list-style-type: none"> • Successful experience of managing budgets • Ability to manage, monitor and review available resources, ensuring value for money 	<ul style="list-style-type: none"> • Budgetary management at whole school level • Experience of recruiting and deploying staff
<p>Personal Skills and Qualities</p>	<ul style="list-style-type: none"> • Strong commitment to raising standards • High expectations of self and others • Comfortable working independently • Good communication skills • Ability to establish and maintain positive relationships, including with parents • Ability to remain positive and enthusiastic, including when under pressure • Good communication skills • Empathy with children 	<ul style="list-style-type: none"> • Effective computing skills for both teaching and management