



Magna Academy Poole

an Aspirations Academy

Person Specification

Post Title: Head of Year at Magna Academy Poole

Attributes	Essential	Desirable	How Identified
Physical	<ul style="list-style-type: none"> Good health 		Attendance
Qualifications	<ul style="list-style-type: none"> Qualified to degree level and above Qualified Teacher Status Exemplary, outstanding practitioner 	<ul style="list-style-type: none"> Evidence of professional development relevant to Middle Leadership 	Application
Experience	<ul style="list-style-type: none"> Teaching learners of secondary school age Proven experience of consistently good and outstanding teaching Proven experience of significantly raising attainment and achievement Experience of reflecting on and improving teaching practice to increase student achievement Evidence of continually improving teaching and learning through schemes of work, assessment, intervention and extra-curricular activities. 	<ul style="list-style-type: none"> Form Tutoring or mentoring learners Leadership of whole school development priorities and initiatives Experience of providing professional development to teachers, including coaching, mentoring and training 	Application Interview
Teaching and Learning	<ul style="list-style-type: none"> Excellent classroom practitioner – ensures that their own classroom practice models best practice Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward 		Application Interview



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	<ul style="list-style-type: none"> • Good communication, planning and organisation skills • Demonstrates resilience, motivation and commitment to driving up standards of achievement • Acts as a role model to staff and students • Commitment to regular and on-going professional development and training to establish outstanding classroom practice 		
Leadership	<ul style="list-style-type: none"> • Effective team member • High expectations for accountability and consistency • Clear vision on how to contribute to move the Academy forward • Vision completely aligned with the Magna Academy Vision and ethos (see Magna Vision document) • Genuine passion and a belief in the potential of every student • Motivation to continually improve standards and achieve excellence • Commitment to the safeguarding and welfare of all students 		Application Interview
Specialist Knowledge	<ul style="list-style-type: none"> • Excellent knowledge of classroom skills and Teacher Standards • Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour 	<ul style="list-style-type: none"> • Knowledge of the latest educational research, findings and best practice • Excellent understanding of the OFSTED framework and what constitutes effective teaching, learning, achievement and leadership 	Application Interview
Disposition/Attitude	<ul style="list-style-type: none"> • Willing to take part in and lead extra-curricular activities 		Application Interview





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	<ul style="list-style-type: none"> • Hardworking, imaginative and adaptable • Determined and resilient • Believes in 'no excuses' for children and the Magna Vision 		
Other	<ul style="list-style-type: none"> • Commitment to equality of opportunity and the safeguarding and welfare of all pupils • Willingness to undertake training • Post subject to enhanced Disclosure and Barring Service check 		Application Interview

