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| **ALDERSLEY HIGH SCHOOL** **PERSON SPECIFICATION** |

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|  | **Essentials** | **Desirables** |
| **Qualifications** | * Qualified teacher status
 | * Other professional qualifications such as NPQH
* Leadership Coaching
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| **Experience** | * Leadership experience
* Knowledge and understanding of KS3-5
* Experience of school management
* Substantial & successful classroom experience
* Effective teaching and learning strategies
* Experience in interpreting statistics to support school improvement
* Experience of the management & mentoring of staff
* Experience as a reviewer of Performance Management/NQT induction
* Involvement in School Improvement Strategies
 | * Knowledge of Local & National policies/initiatives
* Wide and varied experience across the secondary age range
* Good knowledge of the whole secondary curriculum
* Experience of leading staff meeting/INSET
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| **Practical Skills** | * Excellent classroom practitioner
* Good communicator with strong interpersonal skills
* Ability to motivate staff and foster a team spirit
* Ability to plan & organise effectively
* Experience of using ICT in management & data handling
 | * Ability to manage change
* Ability to raise school achievement through wider professional input
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| **Personal Qualities** | * Commitment to the profession showing vision & drive
* Promotes equality of opportunity for all
* Committed to safeguarding children
* Commitment to ensuring a nurturing environment
 | * Ability to lead effective meetings with a clear agenda
* Have a personal impact and presence
* Ability to self-manage
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