

SELECTION CRITERIA

Assistant Headteacher

Qualifications

- Qualified Teacher Status
- Degree or equivalent academic qualifications
- Evidence of further study

Experience

Evidence of:

- raising student attainment, particularly for key groups of students
- the ability to develop and implement a vision
- leading projects and initiatives and managing a process of significant change
- successful team leadership at middle leader level
- significantly contributing to a key area and the wider life of the school
- excellent teaching across all key stages at secondary level, with very good subject knowledge
- establishing successful interaction and relationships with staff and students
- establishing and maintaining high standards and expectations
- appropriate professional development
- working closely with a range of stakeholders

Skills and Abilities

- Ability to work at a strategic level, planning and co-ordinating developments across the school
- Ability to inspire and motivate staff whilst holding them to account, including undertaking mentoring and coaching in order to develop and improve professional practice
- Knowledge and understanding of current educational issues and their impact on schools
- Ability to use data and information to review and track student progress, set targets and initiate systems to raise standards, including at whole school level
- Ability to manage students firmly, fairly and effectively and empathise with students who may be experiencing barriers to learning, being able to initiate appropriate action to overcome underachievement
- Excellent ICT skills and a knowledge of how the use of ICT can enhance learning and the monitoring of student performance
- Good organisational ability and time management skills
- Good interpersonal skills in order to liaise with a range of people both within and outside of school
- Good written and oral communication skills and the ability to communicate across a wide range of audiences
- Ability to show initiative and a willingness to go the 'extra distance'

In addition the successful candidate will need:

- Commitment to Equal Opportunities
- Commitment to raising levels of achievement
- Good personal presentation – a professional style of dress is expected
- A sense of humour
- Excellent attendance and punctuality