****

***Achieving Personal Best***

**Kineton High School**

PERSON SPECIFICATION - HEADTEACHER

|  |  |  |
| --- | --- | --- |
| **Category** | **Essential** | **Desirable** |
| **1. Qualifications** | * Qualified teacher status
* Degree
 | * Postgraduate level qualification
* NPQH award
 |
| **2. Experience** | * Experience as an effective senior leader in an academic organisation
* Substantial, successful teaching experience
 | * Experience of working in a school with a Sixth Form
* Curriculum or pastoral leadership
* Experience of teaching in more than one school
 |
| **3. Professional Development** | * Evidence of continuing professional development relating to school leadership and management, and curriculum / teaching and learning
* Ability to identify own learning needs and to support others in identifying their learning needs
 | * Experience of working with other schools/organisations /agencies
* Experience of leading/co-ordinating professional development opportunities
 |
| **4. Strategic Leadership** | * Ability to articulate and share a vision for secondary education and be able to translate this into reality at whole-school level
* Ability to inspire and motivate staff, students, parents and governors to achieve the aims and live the values of the school
* Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement
* Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these
* Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards of achievement for all students
* Understanding of and commitment to promoting and safeguarding the welfare of students
 | * Experience of working strategically with the governing body
* Understanding of change management
 |
| **5. Teaching and learning****Category** | * A secure understanding of the requirements of the National Curriculum
* Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all students
* A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning
* Experience of effective monitoring and evaluation of teaching and learning
* Secure knowledge of statutory requirements relating to the curriculum and assessment

**Essential** | * Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management

**Desirable** |
|  | * Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management
 |  |
| **6. Leading and Managing Staff** | * Experience of working in and leading staff teams
* Ability to delegate work and support colleagues in undertaking responsibilities
* Experience of performance management and supporting the continuing professional development of colleagues, offering appropriate challenge and support
* Understanding of effective budget planning and resource deployment
* Experience of working with governors to enable them to fulfil their responsibilities
 | * Successful involvement in staff recruitment, appointment/induction,
* Understanding of how financial and resource management enables a school to achieve its educational priorities
 |
| **7. Accountability** | * Ability to communicate effectively, both orally and in writing to a range of audiences – e.g. staff, students, parents, governors
* Experience of school self-evaluation and how these relate to Ofsted judgements
* Ability to provide clear information and advice to staff and governors
* Secure understanding of strategies for managing the performance and conduct of staff
* Experience of ensuring robust safeguarding procedures are in place and are reflected in practice
 | * Experience of presenting reports to governors
* Leading sessions to inform parents
 |
| **8. Skills, Qualities & Abilities** | * High quality teaching skills
* High expectations of students’ learning and attainment
* Ability to work with political and financial astuteness
* Strong commitment to school improvement and raising achievement for all
* Ability to build and maintain positive relationships
* Ability to remain positive and enthusiastic when working under pressure
* Ability to organise work, prioritise tasks, make decisions and manage time effectively
* Ability in the use of ICT for personal use and knowledge for whole school application
* Empathy with children
* Excellent communication and interpersonal skills
* The stamina, resilience and positive attitude to be an outstanding role model
 |  |
| **9. References** | * Any offer of employment would be made subject to a positive recommendation in professional references, a satisfactory health and attendance record and safeguarding checks.
 |  |