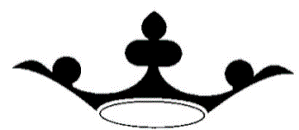
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***Achieving Personal Best***

**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. | |  |