

# Easthampstead Park Community School

## Director of Sixth Form – Senior Teacher

### Person Specification



*‘Strong leadership creates the climate in which effective teaching and pupil achievement flourish.’ Ofsted*

	Essential	Desirable
<b>Education and qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Educated to degree level or equivalent</li> <li>• Evidence of appropriate professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further study (e.g. Masters)</li> </ul>
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Familiarity with current post 16 initiatives and their impact on school development</li> <li>• Familiarity with developments in educational leadership</li> <li>• Awareness of research on teaching and learning</li> <li>• Familiarity with the Teachers’ Standards</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of classroom-based research</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• A proven track record in significantly raising achievement within his/her own teaching</li> <li>• Recent experience as a middle leader of leading and motivating a successful team</li> <li>• Recent experience of undertaking effective appraisal and development of staff, of holding people to account, and supporting the improvement and success of others</li> <li>• Experience of coaching and/or mentoring</li> <li>• Experience of successfully managing a budget</li> <li>• Proactive working relationship with external agencies (e.g. LA; subject networks)</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in different schools or environments</li> <li>• Experience of raising achievement through work with external agencies</li> </ul>
<b>Skills and attributes</b>	<ul style="list-style-type: none"> <li>• Highly skilled classroom practitioner, consistently teaching “good” or “outstanding” lessons</li> <li>• Possess excellent listening, oral and written communication skills, the ability to chair meetings, make presentations and to communicate effectively with students, parents, staff and governors</li> <li>• Strong interpersonal skills and emotional intelligence</li> <li>• Highly effective time management skills with effectively prioritised work habits</li> <li>• The ability to think analytically and strategically</li> <li>• The ability to lead, challenge and support others</li> <li>• The ability to identify examples of best practice</li> </ul>	<ul style="list-style-type: none"> <li>• Ambition to progress to Assistant/Deputy Headteacher in the future.</li> </ul>

	<p>elsewhere and adapt these where appropriate</p> <ul style="list-style-type: none"> <li>• A commitment to professional development and leadership</li> <li>• Ability to use ICT effectively</li> </ul>	
<b>Strategic development</b>	<ul style="list-style-type: none"> <li>• The ability to contribute to the core values and strategic direction of the school</li> <li>• A clear understanding of strategies to establish consistently high standards of student and staff performance and to plan/act accordingly</li> <li>• Experience of school self-evaluation and improvement planning</li> <li>• Clear evidence of whole school impact through recent work</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of implementing systems to support quality first teaching whole school</li> </ul>
<b>Teaching and learning</b>	<ul style="list-style-type: none"> <li>• Experience of monitoring classroom performance</li> <li>• The ability to make accurate judgements about the quality of teaching and learning and use that information to raise standards</li> <li>• A critical understanding of modern approaches to teaching and learning</li> <li>• A proven ability in the use of ICT and digital technologies, and their application in management and education</li> </ul>	<ul style="list-style-type: none"> <li>• External training or accreditation in assessing the quality of teaching and learning</li> </ul>
<b>Motivation and personality</b>	<ul style="list-style-type: none"> <li>• Commitment to developing and sustaining a learning culture that has the development of the whole child at its core, including high expectations of behaviour and standards of achievement</li> <li>• An understanding of self as a leader</li> <li>• Sense of humour</li> <li>• Self-motivation</li> <li>• Initiative</li> <li>• Positive approach to change</li> <li>• Supportive of the school's vision and ethos</li> <li>• Capacity for hard work</li> <li>• Ability to manage own well-being and work/life balance</li> <li>• Capacity to be a good role model for all members of the school community</li> </ul>	