



**PERSON SPECIFICATION**  
**ASSISTANT PRINCIPAL – RAISING ACHIEVEMENT – INTERVENTION/ASSESSMENT**

<b>Job Title</b>	Assistant Principal - Raising Achievement – Intervention/Assessment
<b>Responsible to</b>	Principal
<b>Responsible for</b>	N/A
<b>Grade</b>	L10 -14

<b>Purpose of the Role</b>	To support the Vice Principal (Assessment and Curriculum) with driving up standards across school.
	To support the Principal and SLT in developing highly effective assessment and intervention practices across the school.
	To support the planning and evolution of the school's Pupil Premium Strategy and Catch Up funding.

<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>
Some recent leadership experience.	✓	
A proven track record of raising attainment, at departmental or whole school level.	✓	
Using data to effectively target and plan interventions.	✓	

<b>Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
QTS.	✓	
Postgraduate Qualification.		✓
Has evidence of recent and relevant professional	✓	

development.		
<b>Professional Knowledge and Understanding</b>		
Strong understanding of formative and summative assessment systems.	✓	
Has a good understanding of what constitutes effective teaching, learning and assessment.	✓	
A good understanding of effective strategies to support groups of learners including; SEND, Disadvantaged learners, Males.	✓	
Is able to write and lead effective improvement plans.	✓	
Has a sound understanding of leading change and managing teams.	✓	
Can effectively analyse and use data to support learners progress.	✓	
<b>Professional Skills and Abilities</b>		
The ability to inspire, motivate staff, learners and the wider community and engage their active commitment to the school vision.	✓	
Commitment to ensuring inclusion, addressing diversity and access.	✓	
Commitment to own personal and professional development and that of all staff within the department.	✓	
High order analytical and problem solving skills and the ability to make informed judgements.	✓	
Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues and the wider school community.	✓	
The ability to engage parents in supporting children's learning.	✓	
Strategic skills in effective finance and resource management relating to the departmental budget.	✓	
Ability to demonstrate and implement a range of management and leadership styles.	✓	

The ability to understand and appreciate the department's current strengths and the ways in which these might be further developed.	✓	
The ability to form and maintain appropriate relationships and personal boundaries with young people.	✓	

<b>ADDITIONAL FACTORS</b>	<b>Essential</b>	<b>Desirable</b>
A commitment to the on-going development of Darton College.	✓	
Willingness to be involved in the wider aspects of school life.	✓	
A willingness to share information and expertise.	✓	
Honesty and reliability.	✓	
A flexible approach to accommodate the changing needs of the ALC.	✓	
A positive attitude.	✓	
A willingness to lead by example.	✓	
A passionate learner.	✓	

