



King's Academy Binfield & King's Academy Oakwood
Person Specification
Assistant Principal; Teaching, Learning, Assessment and Staff Development

	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status. • Evidence of appropriate professional development. 	<ul style="list-style-type: none"> • A good honours graduate.
Experience, Knowledge and Understanding	<ul style="list-style-type: none"> • Extensive knowledge and understanding of how to use and adapt a range of teaching, learning, assessment and behaviour management strategies • Experience of personalising learning to provide opportunities for all learners to achieve their potential • A strong knowledge of and ability to consistently demonstrate excellent and innovative pedagogical practice within their own teaching • Evidence of improving the quality of teaching, learning and therefore student progress in others • Evidence of leading impactful and innovative staff development programmes • An understanding of effective strategies to lead change and innovation. • An ability to analyse and interpret data, drawing robust conclusions from it. • Ability to apply one's knowledge to develop strategies for effective communications within school and with partners • At least three years of successful Middle Leadership experience as Head of Department or Phase Leader • The ability to lead and work as a member of a senior team in a purposeful manner. 	<ul style="list-style-type: none"> • Senior Leadership experience. • Experience of working across the primary and secondary age range
Skills and Attributes	<ul style="list-style-type: none"> • Ability to demonstrate a consistent commitment to high standards. • Ability to build a high performing and cohesive team. • A sharp and analytical mind that can see both the big picture and the small detail . • Good judge of situations and processes, and who listens well and reflects on information and advice. 	<ul style="list-style-type: none"> • Leadership/management of change • Prioritisation • Strategic Vision.

	<ul style="list-style-type: none"> • Diplomatic skills to deal with potentially contentious parental, student, staff and public concerns. • Creative, imaginative and positive approach to problem solving. 	
Strategic Development	<ul style="list-style-type: none"> • Experience of development planning. • Involvement in the formulation of departmental and whole school aims, policies and practices. • Experience of leading meetings effectively. • Experience of raising academic standards in all Key Stages. • Ability to develop and implement policies and practices which reflect the academy's commitment to high achievement, effective teaching and effective learning. 	<ul style="list-style-type: none"> • Involvement in self-evaluation.
Teaching and Learning	<ul style="list-style-type: none"> • An excellent classroom practitioner with a willingness to learn new teaching methods and good track record of success in student examination/test results. • Experience of lesson observation and quality assurance. 	
Motivation and Personality	<ul style="list-style-type: none"> • Rigorously professional in everything. • A determination to deliver and be part of only the very best of learning activities. • Enthusiasm, determination and an insistence on high standards • Buy in to and leadership of the philosophy of 'whatever it takes' • A steely core capable of dealing with all obstacles • A sense of humour • Excellent attendance and punctuality • A willingness to learn new skills and approaches and to share the experience with others • Belief in the value of individuals and ability to challenge when this is not displayed • Display optimism and ambition for all learners and a commitment to their development • Be able to work under pressure, prioritise and manage time effectively • Be very generous and flexible with your own time • Excellent communication (written and oral) and interpersonal skills • Ability to motivate and inspire staff and students and set an example of high personal and professional standards 	

	<ul style="list-style-type: none">• Having resilience, perspective and stamina needed for all of the above!	
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January 2020