

Director of Specialist Provision and Primary Outreach - Person Specification

Education and Qualifications	Criteria	Assessment
Good Honours Degree	E	A
Recognised Teaching Qualification	E	A
Evidence of further advanced study, research or development	E	A
Postgraduate SEND qualification	E	A
NPQH or relevant Masters qualification (working towards/achieved)	E	A/I

Experience	Criteria	Assessment
Minimum of 5 years' experience in a primary school	E	A/I
Senior leadership role with SEND responsibility minimum of 2 years	E	A/I
Significant classroom teaching experience with pupils with a range of SEND or vulnerable Pupils.	E	A/I
Experience of leading a significant area of school improvement and securing this by working with middle leaders and a wider range of school staff.	E	A/I
Evidence of school improvement leadership across the whole school that has driven forward improvements in teaching and learning for SEND or vulnerable Pupils.	E	A/I
Experience of a wider range of schools and other educational establishments.	D	A/I
Experience of OFSTED inspection and or local authority review	E	A/I

Management & Responsibility	Criteria	Assessment
Experience at Leadership level in a school.	E	A/I
Experience of monitoring and evaluating teaching and learning.	E	A/I
Experience of taking a lead role in the Assessment of pupil progress and achievement.	E	A/I
Experience of timetabling and producing rotas to enable teaching and learning of the curriculum.	E	A/I
Experience of conducting performance management that has informed and developed individual classroom practice, consequently impacting on pupil progress.	E	A/I
Experience of appointing and inducting staff	E	A/I
Experience of mentoring.	E	A/I
Experience of taking a lead role in the Annual Review of Statement of SEND/EHC Process.	E	A/I
Experience of liaising with wide range of SEND professionals and local Authority admissions.	E	A/I
Experience of day to day operational management of a school environment.	E	A/I

Teaching & Learning	Criteria	Assessment
Knowledge of specific learning needs.	E	A/I
Extensive understanding of effective teaching, learning, evaluation and assessment strategies to meet the needs of pupils with SEND.	E	A/I
Understanding of Spiritual, Moral, Social and Cultural development.	E	A/I
Experience of the importance of inclusion	E	A/I
Development and delivery of innovative approaches for SEND within the National Curriculum.	E	A/I
Experience of planning the curriculum across the age range of a school.	D	A/I
Sound knowledge of the impact of the Rochford Review in relation to progress and target setting	E	A/I
Knowledge of the Assessment without levels agenda and impact measures.	E	A/I
Knowledge and experience of use of specific assessment systems and accreditation suitable for Pupils with SEND including at the end of EYFS, KS1 and KS2	D	A/I

Attributes	Criteria	Assessment
A strong moral purpose, vision and drive for improvement	E	I
High expectations of oneself, the Team and Pupils	E	I
A genuine commitment to inclusion in its widest sense and to the wellbeing, support and achievement of Pupils	E	I
Energy, enthusiasm and commitment	E	I
Flexibility, imagination, resilience under pressure, reliability and integrity	E	I
Excellent attendance, punctuality and time management	E	I
Excellent relationships and interpersonal skills when working with pupils, colleagues, parents/carers and other stakeholders.	E	I
Commitment to the wider community	E	I
Exudes personal impact and presence	E	I
Show a real enthusiasm for school led development and improvement	E	I

Criteria Key

- E** Essential
- D** Desirable

Assessment Key

- A** Application Form
- I** Interview