



King's Academy Binfield & King's Academy Oakwood

Person Specification

Assistant Principal

	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 and using this to raise standards for all students. • 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. 	<ul style="list-style-type: none"> • Leadership/management of change • Prioritisation • Strategic Vision.

	<ul style="list-style-type: none"> • 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. • 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 	

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

April 2023