Assistant Principal – Person Specification

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|  | ***Essential*** | ***A/I/R*** | ***Desirable*** | ***A/I/R*** |
| Qualifications  | * An honours degree
* A Qualified Teacher
* Evidence of recent, appropriate, professional development
 | AAA/I/R | * A good honours degree
* Evidence of post-graduate study/ research
 | AA |
| Strategic Leadership | * The ability to play a role in the development and implementation of a shared strategic vision for the Academy
* The ability to motivate, enthuse, engage and influence all stakeholders in the Academy community to deliver the vision and collectively raise standards
* Knowledge and understanding of recent government initiatives in relation to education, curriculum and potential impact on the Academy
* Able to understand, interpret and articulate data to others in order to improve learning outcomes
 | A/I/RI/RA/IA/I | * Understanding of the issues relating to Academy status
* Experience of working with external agencies to support teaching and learning
 | A/IA/I |
| Educational Excellence | * An outstanding classroom practitioner
* Proven track record of successfully and systematically improving learning outcomes for students
* Experience of understanding how to raise standards in teaching and learning
* Recent experience of successfully leading school initiatives and evaluating their impact on student outcomes
* Understanding of successful strategies for closing achievement gaps for different groups of students
 | A/I/RA/I/RA/IA/IA/I/R | * Experience of the use of ICT to improve teaching and learning
 | A/I |
| Operational Management | * Experience of dealing effectively with the underperformance of staff
* Track record of developing, empowering and supporting individuals and teams
* Excellent oral and written communication skills
* Strong interpersonal skills
* Effectively prioritised work habits
 | A/IA/IA/IIA/I/R | * Experience of using SIMS reporting and pastoral modules
 | A/I |