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 | A  A  A/I/R | * A good honours degree * Evidence of post-graduate study/ research | A  A |
| 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/R  I/R  A/I  A/I | * Understanding of the issues relating to Academy status * Experience of working with external agencies to support teaching and learning | A/I  A/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/R  A/I/R  A/I  A/I  A/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/I  A/I  A/I  I  A/I/R | * Experience of using SIMS reporting and pastoral modules | A/I |