



## Monkseaton High School Person Specification Deputy Headteacher

Criteria	Essential	Desirable
<b>Qualifications</b>		
Qualified teacher status	✓	
Degree relevant to teaching subject	✓	
Further study or action research in education	✓	
Evidence of continuous professional development	✓	
High standard of literacy and numeracy	✓	
<b>Teaching &amp; Learning</b>		
Excellent classroom practitioner	✓	
Ability to teach across the range of age and abilities including 6 <sup>th</sup> form	✓	
Proven track record of excellent student progress	✓	
Commitment to the safeguarding, well-being, value and aspiration of all students	✓	
Experience of tracking progress and planning appropriate interventions for students with resulting improved outcomes	✓	
Excellent ability to use ICT in varied and innovative ways	✓	
<b>Leadership</b>		
Substantial and successful leadership and management experience gained as Head of Department, Head of Year group or other leadership role within education for at least three years	✓	
Proven experience of raising standards in a subject area/Key Stage in more than one educational setting	✓	
Substantial and successful experience as an Assistant Headteacher, equivalent role or experience for at least 3 years	✓	
Evidence of leading strategic developments with successful implementation	✓	
Proven experience of leadership and impact at a whole school level	✓	
A visible style of leadership, harnessing charisma, energy, drive and passion to motivate and inspire the whole school community	✓	
The ability to comprehensively interrogate and interpret data to monitor progress in student's learning and determine appropriate support/intervention as appropriate	✓	
Experience of working with other schools and institutions to improve learning		✓
Ability to reflect on own work and respond to advice	✓	
Ability to communicate effectively and relate well to others in a variety of settings	✓	
Effective time management and organisational skills	✓	
Clear understanding of the current developments in education	✓	
Strategic school management embracing a clear vision which is forward thinking	✓	
Curriculum review, evaluation, management and development		✓
Establishing and developing successful policies and procedures	✓	
Prioritising, planning organising and evaluating the work of the school	✓	
Directing and co-ordinating the work of others, effectively devolving responsibilities and delegating tasks	✓	

Leading embracing and implementing necessary change and innovation	✓	
Motivating and inspiring students, staff, parents, governors and the wider community	✓	
Providing leadership, within the Community and with a range of partners		✓
Experience of leading and delivering whole school CPD	✓	
<b>Personal and Professional Skills, Qualities and Attributes</b>		
Build and maintain effective relationships with staff, students and parents	✓	
The ability to lead, motivate and inspire others	✓	
Demonstrate personal enthusiasm, commitment, initiative and integrity	✓	
Prioritising, planning organising and evaluating the work of the school	✓	
Listen to and reflect on feedback	✓	
Communicate effectively, orally and in writing to a range of audiences	✓	
Negotiate and consult effectively	✓	
Strategically lead and promote good communication systems at all levels	✓	
Communicate effectively, orally and in writing to a range of audiences	✓	
Negotiate and consult effectively	✓	
Strategically lead and promote good communication systems at all levels	✓	
Work under pressure and meet deadlines	✓	
Prioritise and manage their own time effectively	✓	
Achieve challenging professional goals	✓	
Take responsibility for their own CPD	✓	
Build and maintain effective relationships with staff, students and parents	✓	
The ability to lead, motivate and inspire others	✓	
<b>Personal Qualities</b>		
Support for the school's aims and values	✓	
Honesty, integrity, commitment, resilience	✓	
An understanding of, a commitment to and an empathy with young people that guides them toward academic, spiritual, moral, cultural and social development	✓	
First class organisational skills and ability to work under pressure	✓	
Demonstrate good attendance, punctuality and professional appearance	✓	
Tact and a sense of humour	✓	
Resilience	✓	
Deal sensitively with people and resolve conflicts	✓	
Ability to get the best out of people	✓	
High levels of motivation and commitment	✓	
Ability to work under pressure and meet deadlines	✓	
Achieve challenging professional goals	✓	