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| **Leadership - Person Specification Assistant Principal** |

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| **Education and Qualifications** | **Criteria** | **Assessment** |
| 1. Qualified teacher status
 | **E** | **A** |
| 1. Evidence of appropriate professional development
 | **E** | **A** |
| 1. Middle/senior leadership qualification
 | **D** | **A** |
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| **Experience** | **Criteria** | **Assessment** |
| 1. Several years teaching experience
 | **E** | **A/I** |
| 1. Experience of coaching and mentoring, which has shown an improvement in teaching practice
 | **E** | **A/I** |
| 1. Experience of lesson observation and monitoring
 | **D** | **A/I** |
| 1. Experience of dealing with day to day classroom and phase issues
 | **E** | **A/I** |
| 1. Experience of data analysis and leading pupil progress meetings
 | **D** | **A/I** |

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| **Knowledge and Understanding** | **Criteria** | **Assessment** |
| 1. Understanding of data and analysis of progress
 | **E** | **A/I** |
| 1. Understanding of the role and use of development and raising attainment plans
 | **E** | **A/I** |

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| **Skills** | **Criteria** | **Assessment** |
| 1. Evidence of outstanding teaching
 | **E** | **A/I** |
| 1. Is well organised
 | **E** | **A/I** |
| 1. Has the ability to deal with parent queries effectively
 | **E** | **A/I** |
| 1. Has interpersonal skills to support the effective development of their team and good practice
 | **E** | **A/I** |
| 1. Has a high level of aptitude for and skill in the teaching and development of literacy
 | **D** | **A/I** |

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| **Leadership** | **Criteria** | **Assessment** |
| 1. Ability to motivate and support other teachers
 | **E** | **A/I** |
| 1. Ability to lead a team within the school
 | **E** | **A/I** |
| 1. Ability to be a role model for staff and students
 | **E** | **I** |
| 1. Enthusiasm for further personal development as a leader
 | **D** | **I** |

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| **Personal Qualities** | **Criteria** | **Assessment** |
| 1. Positive and enthusiastic approach towards work
 | **E** | **I** |
| 1. Good team player
 | **E** | **I** |
| 1. High expectations of self and others
 | **E** | **I** |
| 1. Flexible and adaptable
 | **E** | **I** |
| 1. Ability to work on own initiative
 | **E** | **I** |

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| **Criteria Key** | **Assessment Key** |
| **E** | Essential | **A** | Application Form |
| **D** | Desirable | **I** | Interview |