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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 |