

King's Academy Binfield

Person Specification

Assistant Principal - Director of Inclusion and SEND

	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status. • Evidence of appropriate professional development. 	<ul style="list-style-type: none"> • A good honours graduate. • National SENCO Accreditation
Experience, Knowledge and Understanding	<ul style="list-style-type: none"> • Extensive knowledge and understanding of how to use and adapt a range of teaching, learning, assessment and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential • Demonstrate excellent and innovative pedagogical practice within their own teaching • A good understanding of strategic planning processes to meet the needs of disadvantaged students in the medium and long-term. • An understanding of the range and variety of educational requirements for special needs students. • An understanding of effective strategies to lead change and innovation. • An ability to analyse and interpret data, drawing robust conclusions from it. • Ability to apply one's knowledge to develop strategies for effective communications with school and external agencies. • At least three years of successful Middle Leadership experience as Head of Department, Head of Year or SENCO. • The ability to lead and work as a member of a senior team in a purposeful manner. 	<ul style="list-style-type: none"> • Knowledge or experience of partnership working with other agencies and providers • Senior Leadership experience. • Experience of working across the primary and secondary age range
Skills and Attributes	<ul style="list-style-type: none"> • Ability to use and interpret data to raise achievement. • The ability to demonstrate a consistent commitment to high standards. • Ability to build a high performing and cohesive team. • Ability to work with external agencies to meet the needs of SEN, 	<ul style="list-style-type: none"> • Persistence • Leadership/management of change • Prioritisation

	disadvantaged and most able students.	<ul style="list-style-type: none"> Strategic Vision.
Strategic Development	<ul style="list-style-type: none"> Experience of development planning. Experience of leading meetings effectively. Experience of raising academic standards in all Key Stages. Ability to develop and implement policies and practices which reflect the academy's commitment to high achievement, effective teaching and effective learning. 	<ul style="list-style-type: none"> Involvement in the formulation of departmental and whole school aims, policies and practices. Involvement in self-evaluation.
Teaching and Learning	<ul style="list-style-type: none"> An excellent classroom practitioner with a willingness to learn new teaching methods and good track record of success in student examination results. Experience of lesson observation and quality assurance. 	
Motivation and Personality	<ul style="list-style-type: none"> Rigorously professional in everything. A determination to deliver and be part of only the very best of learning activities. Enthusiasm, determination and an insistence on high standards Buy in to and leadership of the philosophy of 'whatever it takes' A steely core capable of dealing with all obstacles A sense of humour Excellent attendance and punctuality A willingness to learn new skills and approaches and to share the experience with others Belief in the value of individuals and ability to challenge when this is not displayed Display optimism and ambition for all learners and a commitment to their development Be able to work under pressure, prioritise and manage time effectively Be very generous and flexible with your own time Excellent communication and interpersonal skills Ability to motivate staff and set example of high personal standards 	