

## ASSISTANT HEADTEACHER

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>QTS (Secondary age range)</li> <li>Degree level (or equivalent) qualification</li> </ul>	<ul style="list-style-type: none"> <li>Further professional qualification e.g. Leadership Pathways, NPQSL and MA/PHD</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>At least 5 years teaching experience (secondary)</li> <li>Possess excellent classroom teaching skills and a record of strong outcomes</li> <li>Has contributed to the effective raising of standards</li> <li>Demonstrable evidence of effectively raising the standards of attainment, progress or learning and teaching</li> <li>Successful experience of visioning, planning and implementing change</li> <li>Responsibility for aspects of leadership and management in a whole school context</li> <li>Use of technology to improve systems that raise student achievement</li> <li>Effective line management of other staff</li> <li>An understanding of educational developments on a national level</li> <li>Effective Middle leader role within current setting</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in a wider context than an individual school</li> <li>Leading INSET</li> <li>Effective collaboration with external agencies</li> <li>Development of innovative learning initiatives</li> <li>Senior Leadership experience</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Letter</li> <li>Interview</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Evidence of relevant further professional development</li> <li>Performance management and appraisal experience</li> <li>Recognition that life-long learning is an essential part of personal development</li> <li>Evidence of developing others</li> <li>Evidence of leading the professional development of other staff</li> </ul>	<ul style="list-style-type: none"> <li>Leading CPD to others</li> <li>Evidence of coaching others</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Letter</li> <li>Interview</li> </ul>
<b>Personal qualities, skills and characteristics</b>	<ul style="list-style-type: none"> <li>Well-reasoned educational philosophy in tune with the school ethos</li> <li>Clear vision and understanding of the needs of young people in a secondary school environment</li> <li>Excellent classroom teaching skills</li> <li>Build and maintain effective relationships through effective interpersonal skills</li> <li>Excellent leadership, motivational and communication skills</li> <li>Inspire, challenge, motivate and empower others</li> </ul>	<ul style="list-style-type: none"> <li>Can identify outstanding teaching and how ineffective teaching can be supported to transform</li> <li>Generosity of time and spirit</li> </ul>	<ul style="list-style-type: none"> <li>Letter</li> <li>Interview</li> </ul>

	<ul style="list-style-type: none"> <li>• Think creatively to anticipate and solve problems</li> <li>• Build on current good practice whilst moving the school forward with vision and vigour</li> <li>• Develop effective teamwork and be able to contribute effectively to a range of teams</li> <li>• Think strategically and contribute to creating a coherent school vision</li> <li>• Inclusive approach to education</li> <li>• Caring attitude towards staff, students and parents</li> <li>• High expectations of self and others</li> <li>• Manage and resolve conflict</li> <li>• Work under pressure, maintaining a sense of perspective and humour</li> <li>• Commitment, honesty and dedication</li> <li>• Ability to manage own time effectively</li> <li>• Reliability and integrity</li> <li>• Resilience and tenacity</li> <li>• Humour, warmth and energy</li> <li>• Ability to hold others to account and challenge poor practice to generate positive outcomes</li> </ul>		
<b>Knowledge / special aptitudes</b>	<ul style="list-style-type: none"> <li>• Knowledge of current educational trends, teaching developments and educational initiatives</li> <li>• Some experience of pastoral and behaviour for learning</li> <li>• A commitment to the principles of Achievement for All</li> <li>• Excellent knowledge and understanding of diversity and equality requirements</li> <li>• Excellent strategies for discipline</li> <li>• A dedication to high academic standards</li> <li>• A belief in working in partnership and as part of an established team</li> <li>• Proven ability in the development of effective structures and systems</li> <li>• Ability to think strategically</li> <li>• Very good literacy skills</li> </ul>	<ul style="list-style-type: none"> <li>• Up to date knowledge of Ofsted standards</li> <li>• A creative approach to teaching development, learning and behaviour for learning</li> <li>• Experience of working with SIMS</li> <li>• Some experience of whole school budgeting</li> <li>• An understanding of CIAG</li> <li>• An understanding of how to track key indicators such as progress across the whole school.</li> </ul>	<ul style="list-style-type: none"> <li>• Letter</li> <li>• Interview</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Outstanding references</li> </ul>		<ul style="list-style-type: none"> <li>• References</li> </ul>