|  |  |  |  |
| --- | --- | --- | --- |
| Attributes | Essential | Desirable | Evidence |
| Education and Qualifications |  |  |  |
| Degree qualification and QTS* Evidence of continuing professional development
 | ✓✓ |  | Application Letter & Refs |
| Experience |  |  |  |
| Experience of more than one schoolProven record of achieving high quality teaching, increasing students' rates of progress and improving results at KS3 and KS4Successful experience of leading literacy interventions and strategies Successful experience at middle management levelSuccessful experience of monitoring teaching and learningExperience of leading, motivating and monitoring other members of staffExperience of curriculum development* Successful experience in raising student attainment
 | ✓✓✓✓ | ✓✓✓ | LetterReferencesInterview |
| Knowledge and Understanding |  |  |  |
| Understanding of best practice in raising student achievementUnderstanding of effective self evaluation systemsDetailed knowledge of curriculum 11 – 16 and the 14 – 19 agendaKnowledge of whole school curriculum planning* An understanding of strategies to improve attainment in a comprehensive, mainstream setting
 | ✓✓✓ | ✓✓ | ReferencesInterview |
| Skills and Abilities |  |  |  |
| Excellent Communication and interpersonal skills with adults and young peopleAbility to lead and inspire colleagues* Ability to lead a whole school initiative

Ability to analyse complex issues and plan strategicallyAbility to work effectively with all stakeholders and outside agenciesAbility to exercise good judgment and make effective decisionsWell developed ICT skills | ✓✓✓✓ | ✓✓ | InterviewReferencesLetter |
| Personal Qualities |  |  |  |
| Passionate belief in the ability of every student to achieve* A commitment to social inclusion

A clear educational vision and sense of directionGood organisational skills and high levels of self motivationEnergy, determination, resilience and doggednessAbility to work under pressure and to meet deadlinesKeenly developed sense of humour and the ability to maintain a sense of perspectiveRecord of good health, attendance and punctuality | ✓✓✓✓✓✓✓✓ |  | LetterReferencesInterview |