

HEADTEACHER

KING'S FARM PRIMARY SCHOOL

Person Specification

Qualifications

- Qualified Teacher Status
- Evidence of further professional development in preparation for educational leadership

Experience

- Evidence of successful substantial senior leadership at headship or acting headship level
- Evidence of successfully managing significant change within an organisation in a constructive and sensitive manner
- Evidence of successfully analysing data and drawing up improvement plans which are monitored and evaluated and result in measurable improvement
- Evidence of driving up standards of teaching and learning to ensure excellent outcomes for pupils including reducing the gap for disadvantaged pupil groups
- Evidence of effectively promoting and implementing the processes necessary to safeguard and promote the welfare of children
- Evidence of successfully developing and maintaining a fair and open workplace culture, and an ability to manage conflict positively
- Evidence of successful management of staff performance including supervision, target setting and capability and or conduct management procedures.
- Evidence of successful collaborative working and the development of partnerships in order to develop with key stakeholders e.g. colleague headteachers, LA Officers, and voluntary sector
- Evidence of effective working with vulnerable families and with multi-agency teams to develop integrated programmes of support for children with a range of barriers to their learning

Skills and abilities

- Ability to manage the school improvement plan to allow the school to reach its educational and strategic goals.
- Ability to manage and monitor budgets and deploy human resources
- Ability to develop leadership capacity and skills within teams and individuals
- Ability to work under pressure, determine priorities and meet deadlines
- Ability to travel in a timely and efficient manner to meet the needs of the post
- Ability to communicate and convey information for differing purposes, using a variety of media to ensure audience understanding
- Ability to display a solution focussed, positive approach to challenges
- Ability to effectively manage day-to-day school arrangements and routines.
- Ability to lead and support colleagues through change with optimism, continually building and developing positive relationships
- Excellent inter-personal skills and organisational skills with a clear ability to prioritise and manage time accordingly.
- Exemplary teaching skills that demonstrate good planning, assessment, staff deployment, pupil progress and pupil enjoyment.

Knowledge

- A sound knowledge and understanding of the whole primary phase including Early Years
- A sound knowledge and understanding of the barriers to learning and inclusion experienced by children and young people
- A sound knowledge of a range of school improvement strategies which accelerate progress rates and close gaps for disadvantaged pupils
- Clear understanding of how to work positively with the Governing Body

Personal Characteristics

- A dynamic, creative and dedicated individual dedicated to sustained improvement for all members of the school community.
- A charismatic and reflective leader with the skills required to nurture, inspire challenge and motivate pupils, staff and governors.
- The desire and dedication to maintain and strengthen links with parents, Governors and the wider community.
- The passion and creativity to continue to drive school improvement
- A commitment to excellence in teaching and learning with high expectations for achievement and behaviour.
- A strong and ambitious character with excellent leadership and organisational skills and the ability to provide an exceptional role model for all staff.
- A clear commitment to consultation with all stakeholders in order to achieve consensus wherever possible.
- A clear commitment to inclusion and collaborative activities.
- A natural drive to seek out innovation and challenge.