

Person Specification: Head teacher

Together Everybody Achieves More

The Board of Governors is looking to appoint a new Head teacher who will maintain and build upon our solid foundations of excellence. In addition to meeting the general requirements of the National Standards for Head teachers the successful candidate will need to show the following:

Personal Attributes

The new Head teacher will

- Recognise and align to the ethos of team excellence
- Be an inspiring, charismatic and supportive leader with outstanding strategic vision
- Be a leading educational professional with the ability to earn the respect of and support from the school and wider community
- Have the ability to communicate effectively both orally and in writing with a wide range of stakeholders
- A natural empathy with primary school children

Qualifications	<ul style="list-style-type: none"> • Qualified teacher status (CertEd, B.Ed or degree with PGCE) • NPQH (desirable) • Continuing and relevant professional development in school leadership and management
Experience	<ul style="list-style-type: none"> • Existing primary school Head Teacher or a highly ambitious Deputy Head Teacher with at least two years primary school leadership experience • Evidence of successful strategic school leadership • Evidence of continuing professional development, specifically in relation to school leadership and the primary curriculum • Experience of developing school improvement plans and delivering on them
Shaping the Future	<ul style="list-style-type: none"> • The ability to think strategically, develop and sharpen school improvement priorities in collaboration with the Governing Body and articulate them to stakeholders to deliver desired outcomes • A commitment to achieving the best for every child • Demonstrable analytical skills • The ability to take account of trends in education and implement appropriate initiatives • Willingness to experiment and be an early adopter where appropriate • The ability to be a leader who can develop and work closely with school staff
Leading Teaching & Learning	<ul style="list-style-type: none"> • A commitment to maintaining and building further on current outstanding standards of performance • Hungry for success in developing model citizens who achieve excellent results, and able to demonstrate previous success in implementing strategies in this field • The ability to monitor and evaluate the quality of teaching and learning, develop ways of sharing best practice and challenge poor performance across the school • The skills to determine, organise and implement the curriculum and establish creative, responsive and effective approaches to teaching and learning

	<ul style="list-style-type: none"> • The ability to secure high levels of attendance and behaviour and ensure an ethos of challenge and support where pupils can achieve success • • Experience of teaching across the primary age range, and evidence of excellent personal teaching ability
Developing Self and Working with Others	<ul style="list-style-type: none"> • The desire to work on behalf of and in partnership with the Governing Body • Commitment to his/her own continuing professional development, and sensitivity to the needs and development of the staff • The ability to influence, motivate and support others, review performance of staff, challenge and take appropriate action when performance is unsatisfactory • The ability to work efficiently, manage time, and work to tight deadlines
Managing the Organisation	<ul style="list-style-type: none"> • The ability to plan and manage financial, human and environmental resources effectively and in line with the creative vision for the school • An understanding of legal issues relating to managing a school such as inclusion, child protection, safeguarding, equal opportunities, race relations, human rights and employment legislation • The skills to build and work through teams, engender team spirit and distribute leadership throughout the school
Securing Accountability	<ul style="list-style-type: none"> • The ability to use self-evaluation effectively – on behalf of and in partnership with the governors - to drive school improvement and communicate the information to a variety of audiences • The skills required to collect and analyse relevant data and to understand the strengths and weaknesses of the school in order to bridge gaps and plan work which challenges the full range of abilities • The ability to ensure that staff objectives are clear and regularly monitored, evaluated and reviewed through a regular process of performance management
Strengthening Community	<ul style="list-style-type: none"> • The ability to understand and promote the school's relationship with the Thornhill Trust • The desire to foster strong, positive links with the wider community of Wye • The skills and experience to develop the school as a centre of learning for the community • The ability to maintain and develop the good relationships which currently exist with parents, carers and Governing Body. • The desire to further develop community cohesion including links with other schools