# PERSON SPECIFICATION: ASSISTANT HEADTEACHER (STUDENT PROGRESS)

# Qualifications

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| **Essential**   1. Good honours degree with teaching qualification 2. Strong general academic profile 3. Qualified teacher status |

# Experience

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| **Essential**   1. Sustained leadership and management of a department or year team 2. Experience of successful implementation of assessment theory and practice, and positive outcomes 3. Successful teaching experience within the secondary age range 4. Experience of managing whole school issues   **Desirable**   1. Evidence of contributing to whole school improvement strategies 2. Experience of using performance management processes to contribute to school improvement 3. Experience of teaching A level students |

# Knowledge and Understanding

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| **Essential**   1. Educational aspects specific to a mixed gender high achieving educational environment 2. What motivates, challenges and engages young people in an educational context 3. What promotes student progress 4. Wider academic issues in a secondary school 5. Monitoring and evaluation strategies 6. Quality assurance of a team and experience of Performance Management 7. How effective support systems contribute to academic achievement 8. Principles and practice of school self-evaluation   **Desirable**   1. Awareness of the effects of new technology on assessment, tracking, recording, reporting 2. Awareness of current research on assessment, tracking, recording, reporting, and the trends and contexts that it sits within nationally |

**Skills**

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| **Essential**   1. Excellent teaching, interpersonal and communication skills 2. Ability to motivate staff and build consistently high performing teams 3. Ability to analyse and interpret data 4. Ability to develop, implement and embed policies 5. A high level of ICT skills |

# Qualities

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| **Essential**   1. High standards and expectations of self and others 2. Integrity, loyalty and commitment 3. The capacity to inspire confidence in staff, parents, pupils and other stakeholders 4. Ability to be flexible, manage change and work calmly under pressure 5. Sense of humour and enthusiasm 6. The capacity to understand, empathise and engage well with young people 7. Commitment to, and an understanding of, the role of education in preparing able young people for both academic and personal success 8. Clear ethical framework which underpins all that is said and done 9. A strong team member who enjoys working co-operatively and collaboratively 10. Flexible self-starter who is confident in their own judgement and experience |