TKAT

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| **PERSON SPECIFICATION**  **DEPUTY HEAD TEACHER** | | |
|  | **Essential** | **Desirable** |
| **Professional qualifications** | * Is a qualified teacher with qualified teacher status * Experience of senior leadership in a school * Evidence of relevant CPD * Experience in a Special School setting | * NPQSL |
| **Shaping the future** | * Possesses leadership and management skills and the personal qualities to build strong relationships with all stakeholders * Inspires confidence and trust, is approachable, shows integrity and care for others   **Can demonstrate experience of:**   * Thinking strategically * Leading and bringing about effective School improvement * Implementing and managing change |  |
| **Leading teaching and learning** | * Committed to achieving aspirational goals and targets * Celebrates the successes of pupils and staff regularly, both as individuals and as teams   **Can demonstrate experience of:**   * Focusing on pupil’s achievement using data and benchmarking to monitor progress for every child * Monitoring, evaluating and improving teaching and learning * Experience of teaching and learning strategies appropriate for special school setting |  |
| **Managing the organisation** | * Empowers others and creates leadership opportunities * Can communicate well and explain ideas clearly * Prepared to ask for advice and support where necessary * Able to set up an appropriate work/life balance and to model it to staff | * Being a school governor * Staff development and appraisal, including effective coaching |
| **Strengthening the community** | * Able to articulate core values of the School within the community   **Can demonstrate experience of**:   * Working effectively with parents * Building effective relationships with the community and other schools |  Experience of special school wider community outreach |