

Person Specification **Assistant Headteacher**



| Essential Expertise | Shortlisting | Interview | Task | Feedback on a lesson |
|--|--------------|-----------|------|----------------------|
| Qualified Teacher Status | x | | | |
| Evidence of continued professional development and learning | x | x | | |
| Substantial teaching experience in at least two settings | x | x | | |
| Successful teaching experience: modelling excellence in teaching and learning | x | x | | x |
| Successful experience in giving effective and efficient feedback to move learning on including monitoring, evaluating and improving the quality of teaching and learning | | | | |
| Successful leadership experience as a middle or senior leader with a proven track record of improving pupil outcomes | x | x | | x |
| Successful experience of leading a core subject | x | x | | |
| Experience of working with stakeholders and in partnerships with other organisations and school (networks and collaboration) | x | x | | x |
| Ability to contribute to the collection, analysis and use of data on pupil progress and performance to raise standards | x | x | x | |
| Ability to support the Headteacher in setting and achieving challenging targets in line with the school vision | x | x | | x |
| Ability to provide clear direction and lead by example – holding colleagues to account where required | x | x | | x |
| Ability to support the headteacher in managing and enhancing the performance of all staff e.g. leading appraisals | x | x | x | x |
| Ability to work closely with and support the headteacher and deputy headteacher in achieving the school's aims | | x | x | x |

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| Ability to support effective communication between the senior leadership team and staff and the school's community | | x | | x |
| Experience of leading INSET and engaging colleagues in current educational developments and research to impact on practice at Preston Park | x | x | | x |
| Understand the principles of effective learning and the ability to promote a culture of learning throughout the school | | x | | x |
| Experience of promoting the personal, social, moral, cultural and spiritual development of pupils | x | x | | |
| Ability to support the headteacher in creating and maintaining positive behaviour, through emotion coaching and high consistent expectations | | x | | x |
| Understanding of the factors which create barriers to learning and the ability to implement appropriate strategies for reducing inequalities and promoting social inclusion | x | x | | x |
| Successful experience of creating and maintaining effective partnerships with parents to support pupils learning | x | x | | x |