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| Qualification and Experience Requirements | Evidence |
| * QTS (Qualified Teacher Status) * Evidence of regular and appropriate professional development * Evidence of recent management development * Evidence of recent EYFS experience * Experience of implementing school improvement initiatives * Evidence of recent management experience and demonstrating a contribution to: * Developing and implementing a school ethos * Planning, developing, monitoring and assessing the foundation stage curriculum * Raising standards through systematic target setting and monitoring , including within the processes of OFSTED * Developing community involvement | **Application form** |
| **Competencies** |  |
| **Analysing and Interpreting:** Shows evidence of clear analytical thinking. Ability to get to the heart of complex problems and issues. Applies own expertise effectively. Quickly learns new technology. Shares own learning and understanding clearly with others. | **Application form**  **Assessment**  **Reference** |
| **Communicating and Influencing:** Communicates and networks effectively. Successfully persuades and influences others. | **Application form**  **Interview**  **Reference** |
| **Managing Resources:** Manages workforce, financial and physical resources to meet service improvement targets and objectives. | **Application form**  **Assessment**  **Reference** |
| **Leadership and Decision Making:** Takes personal responsibility for ensuring the organisation achieves its strategic plans and objectives. Initiates action and gives direction.  Makes decisions to deal with situations as they arise. | **Application Form**  **Interview**  **Assessment**  **Reference** |
| **Organising and Implementing:** Plans ahead and works in a systematic and organised way. Identifies and organises resources to achieve objectives and required standards. Implements appropriate actions to achieve goals. | **Application Form**  **Interview**  **Assessment**  **Reference** |
| **People Management:** Shows respect and positive regard for others. Works effectively with individuals, teams, colleagues and service users.  Leads effective performance improvement and ensures the performance of  others is managed effectively. Develops self and others to build an effective learning community. | **Application Form**  **Interview**  **Assessment**  **Reference** |
| **Resilience:** Adapts and responds well to change. Manages pressure effectively and copes well with setbacks. Demonstrates energy, stamina and resilience. | **Interview**  **Reference** |
| **Strategic Vision:** Thinks broadly and strategically. Supports and drives organisational change. Open to new ideas and experiences. Builds, communicates and implements a shared vision. | **Application form**  **Interview**  **Reference** |
| **Collaborative/Partnership Working:**. Open to new approaches to working collaboratively.  Develops alliances, engages constructively and works effectively to achieve mutually beneficial goals. | **Application form**  **Assessment**  **Interview**  **Reference** |
| **Community Participation:** Instigates and builds active and effective relationships with community and voluntary organisations. | **Application Form**  **Interview**  **Assessment**  **Reference** |
| **Educational Knowledge:** Demonstrates knowledge of current educational issues and the principles, strategies and practice of the following areas   |  | | --- | | * Raising achievement | | * School improvement | | * Quality assurance systems, including school review, self evaluation and performance management | | * Statutory educational frameworks, including governance | | * Public service policy and accountability frameworks, including self evaluation and multi-agency working | | * Personalised learning | | * Inclusion, diversity and access | | * Learning and teaching | | * Effective teaching and assessment for learning | | * Behaviour and attendance management | | * Curriculum design and management | | * Data collection and analysis tools | | * Performance monitoring and evaluation techniques | | **Application Form**  **Interview**  **Assessment**  **Reference** |
| **Creativity:** Thinks and acts creatively in response to challenges and difficulties. Receptive to new ideas and creates and environment in which new ideas can be generated and harnessed | **Assessment**  **Reference** |
| Credible with others: Is aware of and able to make the impact of self on others.Is a role model of leadership both inside and outside the organisation. | **Interview**  **Reference** |
| **Safeguarding and promoting the welfare of children**  Awareness, understanding and successful experience of:   * Possessing up to date knowledge and understanding of national and local safeguarding guidance. * Developing and ensuring a safe and supportive school culture. * Developing and introducing policies and practices that minimise opportunities for abuse and ensure its prompt reporting. | **Application Form**  **Interview**  **Assessment**  **Reference** |
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