



Milton Mount Primary School

Assistant Head teacher – Person Specification

	Essential	Desirable
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified teacher status • A degree or equivalent qualification • Understanding of teaching and learning across the primary range • Recent experience in a senior leader or middle manager role • Experience of data analysis • Responsibility for successfully and effectively, developing monitoring and evaluating an aspect of school provision • Experience of leading and managing people • Experience of contributing to school self-evaluation and school improvement • Experience of leading training and other staff development activities including staff appraisal • Experience of setting high and clear expectations, to hold others to account for performance and the contributions they make to the school community 	<ul style="list-style-type: none"> • Evidence of further professional development An interest in further development (NPQH) • Teaching experience in at least two schools • Experience of coaching and mentoring • Experience of working with governors, parents and the wider community • Up to date Safeguarding and PREVENT training
Knowledge and Understanding	<ul style="list-style-type: none"> • Outstanding classroom practitioner • Understanding of what outstanding practice looks like and how to diagnose and implement effective strategies to raise teaching and learning standards • Able to track progress of 'groups' of children • A thorough understanding of the National Curriculum for Early Years Foundation Stage and Key Stage 1 and/or Key Stage 2 	<ul style="list-style-type: none"> • A good understanding of the requirements of transition between key stages and beyond • A knowledge of the work of other agencies and opportunities for collaboration including with other schools



	<ul style="list-style-type: none"> • In-depth knowledge of curriculum development • Subject Leadership of a core curriculum area • Understanding of assessment, recording and reporting • A strong commitment to inclusion with high expectations for all learners 	
Skills	<ul style="list-style-type: none"> • Act as role model for others • Have a genuine belief in the potential of all pupils • Have a Leadership style that encourages participation, innovation and confidence • Ability to motivate, lead and manage people to work both individually and in teams • Ability to implement change and plan strategically • Outstanding communication skills with a range of audiences both orally and in writing • Understanding, analysis and interpretation of school performance data • Ability to prioritise, work under pressure and meet deadlines • Effective problem solving skills • Make difficult decisions and follow them through • Effective administrative and organisational skills • Set personal goals and be self-motivating • Commitment to equality of opportunity 	