



**Woking High School
Assistant Headteacher - TLA
Person Specification**

	Essential	Desirable
Education and Qualifications	Honours degree or equivalent Qualified Teacher Status Relevant in-service training during the last two years	Further qualification in leadership Further qualification in the area of TLA and curriculum Further qualification in coaching
Teaching and Learning	Excellent classroom practitioner with a great track record of success in student outcomes A strong knowledge of and an ability to consistently demonstrate excellent and innovative pedagogical practice within own teaching Experience of personalising learning to provide opportunities for all learners to achieve their potential Outstanding behaviour and classroom management Significant experience of utilising new technologies effectively within own teaching	Experience of supporting behaviour management beyond the classroom setting Experience developing and adapting teaching strategies and resources beyond own lessons Experience of leading CPD on or the implementation of new technologies within department or whole school
Experience, Knowledge and Understanding	Knowledge and understanding of a range of interventions that support students' progress Knowledge of effective strategies to improve Teaching, Learning and Assessment for students of all abilities and needs, believing in Quality First Teaching An ability to analyse and interpret data, drawing robust conclusions from it Extensive knowledge of current educational issues, theories and thinking	

	<p>Holistic understanding of curriculum drivers and issues</p> <p>Experience monitoring TLA and supporting staff development</p> <p>Knowledge and understanding of a range of new technologies and how these can be used to enhance learning and support school administrative tasks</p>	
Skills and Attributes	<p>A sharp and analytical mind that can see both the big picture and the detail</p> <p>Ability to demonstrate a consistent commitment to high standards</p> <p>Creative, imaginative and positive approach to problem-solving - a can-do attitude</p> <p>Ability to demonstrate a high level of organisational skills</p>	
Leadership and Management	<p>Evidence of leading improvement of fellow teachers' teaching and learning</p> <p>Evidence of leading impactful and innovative staff development programmes</p> <p>Considerable evidence of successful Middle Leadership experience</p> <p>Evidence of the successful development and implementation of key departmental or whole school objectives and plans</p> <p>An understanding of effective strategies to lead change and innovation</p> <p>Experience of monitoring staff performance, celebrating achievement and addressing underperformance.</p> <p>Have a vision for education and be able to realise it, communicating effectively with all stakeholders to inspire and motivate them</p>	<p>Experience of evaluating the impact of areas of responsibility</p> <p>Leadership development training</p>

	<p>Ability to make difficult decisions and see through complex strategies from concept to conclusion</p> <p>Have the warmth, empathy and patience required to deal with difficult situations fairly, calmly and proportionately</p> <p>Evidence of building and leading successful teams</p> <p>Evidence of having raised standards in an area of responsibility</p>	
Personal Qualities and Characteristics	<p>Professional honesty, humanity and integrity</p> <p>Good judge of character, situations and processes</p> <p>Someone who listens well and reflects upon information and advice</p> <p>Rigorously professional in everything</p> <p>Enthusiastic, determined and insistent on high standards from all, challenging underperformance where it has been identified</p> <p>Strong interpersonal skills with a good sense of humour</p> <p>A willingness to learn and to enthuse others, staff and students, to learn</p> <p>Able to work under pressure, prioritising and managing time effectively to meet deadlines</p> <p>Generous and flexible with your time - a willingness and drive to support colleagues</p> <p>A commitment to staying fully informed of TLA practices locally and nationally, making best use of these to support progress for all students</p> <p>Self-aware, reflective and resilient</p> <p>Woking High School is committed to equality of opportunity and safeguarding; we expect all staff to share this commitment</p>	

Communications	<p>Excellent communication (written and oral) skills</p> <p>Actively engaging with and involving stakeholders</p> <p>Celebrating and promoting school achievements</p> <p>Never bringing the school into disrepute</p>	
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Woking High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake an enhanced DBS check.

Woking High School is committed to providing all staff with continued professional development to support and develop them in their careers.

