

## Education South West: Teign School

### Person Specification - Assistant Headteacher

Criteria	Essential	Desirable	Evidence
<b>Qualifications</b>	Degree  Teaching qualification	Higher qualification in education and / or management SENCO qualification	Application form Certificates
<b>Experience</b>	Significant experience of leading teams of people within the school context  Proven track record of raising educational standards  Proven track record of aspects of school improvement	Experience of working in at least two schools	Application form Letter of application Selection process References
<b>Shaping the future</b>	Ability to recognise and build on the considerable successes of the school and formulate strategies for progressive innovation and improvement  Sound knowledge of current and future educational developments  Ability to understand the basic 'levers' of change and be able to inspire others to make it happen  Commitment to working within the SLT to agree and lead the school vision and ethos	High profile in school and community  Proven track record of change management	Application form Letter of application Selection process References

<b>Leading teaching and learning</b>	<p>Ability to demonstrate effective learning and teaching that drives progress</p> <p>Ability to inspire and drive high expectations for students and staff</p> <p>Take a strategic role in the development of new and emerging technologies and extend the learning experience of pupils</p> <p>Commitment to include and make a difference for every child</p>	<p>Proven experience of Implementing curriculum changes</p> <p>Can demonstrate where you have disrupted the norm to make a difference</p>	<p>Application form</p> <p>Letter of application</p> <p>Selection process</p> <p>References</p>
<b>Developing self and working with others</b>	<p>Skill to set appropriate and challenging targets</p> <p>Ability to make and take decisions and delegate appropriately</p> <p>Commitment to the encouragement, empowerment and training of staff</p> <p>Commitment to own self development</p> <p>Desire to work in partnership with others</p> <p>Welcome challenge, to deliver and drive a joint vision for the school</p>	<p>Demonstrated where you have implemented a coaching network to support staff</p>	<p>Letter of application</p> <p>Selection process</p> <p>References</p>

<b>Leading and managing others</b>	<p>Ability to build on and manage teams to ensure they are high performing</p> <p>Ability to adopt effective management systems and drive efficient use</p> <p>Ability to produce and implement appropriate improvement/development plans and policies</p> <p>Commitment to the continuation of engagement and partnerships with governors, staff, parents, pupils, the wider community, ESW, other schools and international work</p> <p>Knowledge of financial management and school economics Ability to Communicate clearly, meaningfully and timely</p>		<p>Letter of application</p> <p>Selection process</p> <p>References</p>
<b>Strengthening community</b>	<p>Commitment to promoting community links and cohesion</p> <p>Ability to recognise and build on the school's excellent multiagency links</p>		<p>Letter of application</p> <p>Selection process</p> <p>References</p>
<b>Personal qualities and attributes</b>	<p>Passionate about education and the love of learning</p> <p>An effective communicator, who demonstrate empathy</p> <p>Interpersonal awareness and concern for impact</p> <p>Resilient and energetic</p> <p>Firm and fair</p> <p>Lead by example with high professional standards</p> <p>Dynamic and motivational</p> <p>A sense of proportion</p>		<p>Letter of application</p> <p>Selection process</p> <p>References</p>

<b>Safeguarding children</b>	Commitment to safeguarding and promoting the welfare of children and young people		Letter of application Selection process References
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