# Topcliffe Primary Person specification – DHT with responsibility for

# Teaching, Learning and Curriculum

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| criteria | qualities |
| **Qualifications and training** | * Qualified teacher status
* Degree
* Further professional development in preparation for Deputy Headship (Desirable)
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| **Experience** | * Successful substantial experience in senior leadership
* A proven track record of achieving excellence and leading a range of curriculum

 areas* Teaching experience across a range of Key Stages
* Demonstrable experience of successful line management and staff development
* Experience of working in inclusive settings and commitment to inclusive practice and

 achievement for all |
| **Leadership** | * Commitment to getting the best outcomes for all pupils and promoting the ethos and

 values of the school and also uphold the core values of the MAT.* Commitment to safeguarding, inclusion and equality
* Ability to work under pressure and prioritise effectively
* Effective management of resources to ensure school improvement priorities are met
* Able to lead, motivate and manage a team
* Experience of involvement in school self-evaluation and school development

 planning* Able to maintaining confidentiality at all times
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| **Learning, Teaching and Curriculum** | * An innovative and creative classroom practitioner who is passionate about inclusion

 and attainment for all* Good understanding of high-quality teaching, and the ability to model this for others

 and support others to improve* Experience of mentoring and coaching others to support and develop practice
* Leads by example in continuously reflecting upon, and evaluating their own practice
* Experience of developing effective teaching and learning practice and curriculum

 across a whole school context* Experience of, or clear commitment to, inclusive teaching practice across

 mainstream and resource base classes and experience of working with children with  SEND and additional needs* Successful planning, management, leadership and evaluation of teaching and

 learning initiatives which can demonstrate good impact* Experience in monitoring, evaluating and reviewing the effectiveness of teaching and

 learning* Shows a good level of understanding around school assessment data and how to

 utilise this at a strategic level for impact on progress and outcomes |
| **People and relationships** | * Able to build and sustain strong relationships with parents/ carers, the local

 community and the MAT* Ability to build effective and trusting working relationships with children, parents and

 colleagues* Effective communication and interpersonal skills
* Ability to communicate a vision and inspire others and embody the school and MAT

 values* Experience in developing and maintaining close links within the community
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| **Professional Development** | * Reflective practitioner who is pro-active about professional development for

 themselves and others* Lead effective staff training and professional development which demonstrates good

 impact * Experience in performance management processes and supporting and managing

 the development of others |