# 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) |
| **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 |
| **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 |
| **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 |