



DERBYSHIRE COUNTY COUNCIL

## TIBSHELF SCHOOLS FEDERATION

### APPOINTMENT OF EXECUTIVE HEADTEACHER

#### Person Specification

<b>Measurements: A = Application I = Interview R = Reference</b>	
<b>Qualifications</b> <ul style="list-style-type: none"> <li>DfE recognised qualified teacher status or Qualified Teacher Learning and Skills (QTLS) status and registered with the Education and Training Foundation (ETF)</li> <li>Appropriate leadership and management training, accreditation or qualifications, which may include NPQH, are considered desirable</li> </ul>	 A  A, I
<b>Experience</b> <ul style="list-style-type: none"> <li>Significant recent and relevant experience as a Headteacher of an OFSTED rated good school A proved track record of successful leadership</li> <li>Leading successfully visionary, strategic ideas through to evidence of improved standards in children's' achievements</li> <li>Working with and engaging the involvement of external partners and the local community</li> <li>Engaging in partnership with all staff to promote standards and pastoral support for all children and adults</li> <li>Planning, determining and organising major curriculum areas across all primary phases</li> </ul>	 A, I, R A, I, R A, I, R A, I A, R A, I
<b>Knowledge and Understanding</b> Knowledge and understanding of current issues and best practice including: <ul style="list-style-type: none"> <li>Safeguarding children and young people</li> <li>What constitutes a good school</li> <li>The process of strategic planning and school self-evaluation</li> <li>Ways to communicate and translate a shared vision into practice</li> <li>Leading the management of change</li> <li>Application of new technologies to teaching, learning and management</li> <li>Comparative data and performance indicators to establish benchmarks and set targets for improvements</li> <li>National policy framework and current educational legislation and initiatives</li> <li>Principles of effective teaching and assessment for learning</li> <li>Roles and responsibilities of Governing Body, LA and of the requirements for accountability</li> <li>School budget management and financial responsibilities</li> <li>Strategies for fostering school improvement, including attendance and behaviour for learning</li> <li>Equal opportunities and commitment to their pursuit</li> <li>Legal issues relating to school management</li> </ul>	 A, I I A, I A, I I I I A, I I I A, R I I

<b>Measurements: A = Application I = Interview R = Reference</b>	
<b>Personal and Professional Qualities</b>	
• Commitment to the welfare and safeguarding of young people	I
• Strong personal motivation and drive	I, R
• A genuine enthusiasm for, and commitment to, the development of young people, and concern for the development of colleagues and members of the wider school community	I
• The ability to inspire, motivate staff, students and the wider community and engage their active commitment to your vision	I, R
• Commitment to ensuring inclusion, addressing diversity and access	A, I
• Commitment to own personal and professional development and that of all staff	A, I
• High order analytical and problem solving skills and the ability to make informed judgements	I
• Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues and the wider school community	A, I
• The ability to project the school in a positive way and establish the school at the heart of the community	I
• The ability to engage parents and carers in supporting children's learning	I, R
• The ability to fill the role of lead professional in classroom practice	R
• Commitment to an open, collaborative style of management	I
• Evidence of collaborative working and networking with others, within and beyond the school to build and sustain a learning community	A, I
• The ability to understand and appreciate the school's current strengths and the ways in which these might be further developed	I
• The ability to form and maintain appropriate relationships and personal boundaries with young people	I, R