

Kenilworth & Whitnash Nursery School Federation

Executive Headteacher

Person Specification:

Essential criteria for shortlisting	Identified by			Desirable	Identified by
Qualifications and experience	App. form	Letter	Interview	<ul style="list-style-type: none"> *Substantive headship or appropriate leadership experience *Evidence of NPQ or recent appropriate study *Experience of working in partnership with Governors and other stakeholders. *Experience of budget management. *An understanding of the challenges related to small school headship. 	Desirable criteria can be identified in the letter of application or at interview
Appropriate Teaching qualification	✓				
QTS status in England and Wales.	✓				
Recent, relevant and successful leadership and management in Early Years in school or in similar position with LA/academy	✓	✓	✓		
Professional Knowledge and skills	App. form	Letter	Interview		
Extensive knowledge and understanding of current educational issues and legislation		✓	✓	<ul style="list-style-type: none"> *A commitment to engaging in wider national work to promote the continuance of MNS early education. *A commitment and recent experience of promoting the school community and its important role. 	
Significant understanding of safeguarding and promoting children's welfare	✓		✓		
Leadership and Management	App. form	Letter	Interview		

Evidence of effective management of change		√	√	*A commitment to the continuous professional development of staff *An understanding of the implications of teaching and learning for children, birth to five. *Proven ability to develop and lead a curriculum and to manage related CPD.	
Evidence of contribution to raising standards through continuous and sustainable school improvement		√	√		
Experience of monitoring and evaluating quality and taking action on effectiveness of teaching and learning in the EYFS.		√	√		
Philosophy					
Evidence of an understanding of the principles on an approach based upon Reggio Emilia, or other evidence based principles.	√	√	√	*A commitment to a socio-constructivist approach in which the voice of children and the process of co-construction of learning is celebrated and valued.	
Evidence of a commitment and understanding of inclusive early education for all children	√	√	√		
Personal qualities					
Outstanding communication skills	√	√	√	*A commitment to developing support and training for the wider sector.	
Outstanding interpersonal skills			√		

Unless you are able to provide clear evidence that you fulfil ALL essential criteria required either in the form or letter you CANNOT be shortlisted for interview