

Person Specification Odyssey Collaborative Trust

Job Title: Head Teacher Asterdale Primary School

Grade: L15 – L20

REQUIREMENTS	ESSENTIAL	DESIRABLE	EVIDENCE			
			A	I	D	T/O
EXPERIENCE						
Teaching experience of Primary aged pupils	✓		✓			
Teaching experience in Foundation Stage/KS 1/KS 2		✓	✓			
Experience in more than one school		✓	✓			
Senior leadership experience as Head Teacher, Deputy Head Teacher or Assistant Head Teacher.	✓		✓			
Successful development of learning and teaching strategies	✓		✓	✓		✓
Planning & organising of successful curriculum development	✓		✓	✓		✓
Effective resource management (People, physical resources and finance)	✓		✓	✓		
Personnel leadership and management	✓		✓	✓		
Leadership of school development and improvement	✓		✓	✓		
Successful experience of raising achievement	✓		✓	✓		
EDUCATION AND TRAINING						
Qualified teacher status	✓		✓		✓	
Evidence of extended and appropriate professional development	✓		✓		✓	
NPQH		✓	✓		✓	
Experience of leading professional development		✓	✓	✓		
SCHOOL STRATEGIC DIRECTION AND DEVELOPMENT						
Ability to generate and share a clear and relevant educational vision	✓		✓	✓		✓
Commitment to school improvement	✓		✓	✓		
Ability to create and implement a strategic school plan reflecting appropriate priorities	✓		✓	✓		
Ability to monitor and evaluate the performance and progress of the school, in particular standards, achievement and the quality of teaching and learning	✓		✓	✓		
Ability to establish appropriate priorities for spending and effectively manage and monitor the school budget	✓		✓	✓		
Ability to manage change effectively	✓					
Knowledge & understanding of the process of school self evaluation	✓					
Ability to interpret and act upon a range of evidence in the pursuit of excellence	✓					
TEACHING, LEARNING AND CURRICULUM						
Commitment to lifelong learning		✓	✓	✓		
Commitment to establish the school at the heart of the community	✓		✓	✓		✓
Ability to ensure that a stimulating, rigorous and suitably challenging learning environment is in place	✓		✓	✓		
Ability to organise and implement an appropriate primary school curriculum	✓		✓	✓		✓
Knowledge and understanding of the Foundation Stage/Key Stage 1/Key Stage 2	✓		✓	✓		✓
Knowledge of the principles of effective teaching and assessment for learning		✓				

INCLUSION						
A commitment to sound equal opportunities practice and inclusion	✓		✓	✓		✓
Clear understanding of all elements of educational inclusion	✓		✓	✓		✓
Well developed views on how barriers to learning can be removed for all children	✓		✓	✓		✓
LEADING AND MANAGING STAFF						
Ability to demonstrate and implement a range of management and leadership styles	✓		✓	✓		
Ability to solve problems, especially when under pressure	✓					✓
Awareness of the need for all staff to maintain suitable work/life balance	✓		✓	✓		
To be the lead professional in classroom practice		✓	✓	✓		
ACCOUNTABILITY						
Ability to maintain records and manage information so that the school is able to account for all aspects of performance to governors, the Trust and others	✓		✓	✓		✓
Ability to secure staff accountability	✓		✓	✓		
EFFECTIVE RELATIONSHIPS AND NETWORKS						
Ability to relate effectively with and gain the respect of staff and children	✓		✓	✓		✓
Ability to develop appropriate links with parents and the wider community (including external agencies)	✓		✓	✓		
Ability to work effectively with the Governing Board	✓		✓	✓		
Clear understanding of the roles of Governors, Trustees and Trust staff		✓	✓	✓		✓
Successful involvement with Governors	✓		✓	✓		
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓		✓	✓		✓
Emotional resilience in working with challenging behaviours	✓		✓	✓		
Ability to work effectively with other schools within the Trust, external agencies and other educational establishments	✓		✓	✓		
OTHER						
A positive approach to school discipline and behaviour	✓		✓	✓		
Knowledge of approaches to analyse data and track pupils' progress to identify strengths and areas for improvement and to respond accordingly	✓		✓	✓		✓
Understanding of the responsibilities of the Head teacher in ensuring compliance with Health and Safety Legislation	✓		✓	✓		✓
Understanding of the national policy framework and current educational legislation and initiatives	✓		✓	✓		
Clear understanding of the implications of the Children's Act 2004	✓		✓	✓		✓
Experience of multi agency working in relation to universal and targeted services	✓		✓	✓		
SCHOOL SPECIFIC NEEDS						
Knowledge of what constitutes an outstanding school	✓		✓	✓		
Ability to prepare the school for an OFSTED inspection	✓		✓	✓		
Experience of an OFSTED inspection	✓		✓	✓		

A: Application	I: Interview	D: Documentary evidence	T/O: Task/Observation
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