

## HEADTEACHER PERSON SPECIFICATION

CROFTLANDS JUNIOR SCHOOL		
	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<ol style="list-style-type: none"> <li>1. Qualified Teacher Status</li> <li>2. Evidence of continuing professional development relating to school leadership and curriculum development</li> </ol>	<ul style="list-style-type: none"> <li>▪ NPQH or equivalent</li> <li>▪ Leadership qualification</li> </ul>
<b>EXPERIENCE</b> Recent and successful experience of:	<ol style="list-style-type: none"> <li>3. Leadership and management in a primary/junior school</li> <li>4. Teaching at primary/junior school</li> <li>5. Having a significant positive impact on the quality of education</li> <li>6. Significant experience of evaluating and using data to plan and improve outcomes for all pupils</li> <li>7. Working with other agencies for the well-being of all pupils and their families</li> <li>8. Working in a school that values and promotes inclusion</li> </ol>	<ul style="list-style-type: none"> <li>• Working with governors and the wider community</li> <li>• Teaching in more than one key stage</li> <li>• Managing a delegated budget</li> </ul>
<b>KNOWLEDGE</b> Understanding of:	<ol style="list-style-type: none"> <li>9. Principles for the development of effective teaching practice</li> <li>10. Strategies for raising standards of achievement for all pupils</li> <li>11. Principles of school self-evaluation and strategies for planning school improvement</li> <li>12. Strategies to develop partnership with parents and enhance community links</li> <li>13. Use of data for the evaluation and improvement of school performance and how to share this in an accessible way with staff, governors and parents</li> <li>14. The legislative framework for the school's work, including governance, curriculum and inspection frameworks and the requirements for statutory assessment</li> <li>15. Strategies to further develop collaborative work with other schools</li> </ol>	<ul style="list-style-type: none"> <li>• Personnel issues and strategic financial planning</li> </ul>
<b>PROFESSIONAL SKILLS</b> Ability to:	<ol style="list-style-type: none"> <li>16. Inspire, motivate and challenge staff, pupils and others to carry the school vision forward, attain high goals and improve performance</li> <li>17. Foster good teamwork, including support for the professional development of and well-being of the staff team</li> <li>18. Monitor and evaluate the performance of people and policies</li> <li>19. Manage the school efficiently and effectively on a day-to-day basis</li> <li>20. Build positive relationships rooted in mutual respect</li> </ol>	<ul style="list-style-type: none"> <li>• Demonstrate exemplary teaching practice</li> <li>• Foster links with other schools; locally, nationally and internationally</li> </ul>

	21. Foster an open, transparent and equitable culture and deal effectively with difficult conversations.	
<b>PERSONAL ATTRIBUTES</b> Evidence of:	22. Creative thinking and a vision for the future 23. The ability to relate constructively to others and to inspire confidence, commitment and respect from others 24. The ability to prioritise, plan and organise self and others 25. The capacity to communicate effectively with a variety of audiences and in a variety of styles	