

The Misbourne Headteacher - Person Specification

Qualifications

- Qualified teacher status, degree level qualification or equivalent
- Further relevant professional/academic study and evidence of CPD and knowledge of current issues in education

Experience:

- At least three years of proven substantial and successful senior leadership and management experience in a secondary School or Academy.
- Evidence of successful implementation of strategies to improve teaching and learning to raise the standards of achievement for all students.
- Proven track record of implementing strategies which have delivered sustained school improvement.
- Evidence of working with families and the community as partners in learning.
- Experience of working in collaboration with other schools/academies to realise improvement and raise standards.

Qualities and knowledge – show evidence of:

- Holding and articulating clear vision, values and moral purpose, demonstrating optimistic personal behavior, and positive relationships and attitudes.
- Demonstrating a strategic leadership style that is characterised by integrity, creativity, resilience and clarity.
- Understanding how to empower all students and staff to excel.
- Implementing, managing and evaluating change in a collaborative way.
- Significant experience in evaluating and using data to plan and improve pupil performance.
- A clear understanding of what makes good and outstanding teaching through a deep understanding of how students learn, and the ability to develop a culture where striving for outstanding teaching and learning is central to the Academy's work.
- An understanding of how to create whole-community accountability systems and implement them with the support of the leadership team.
- Strong financial planning and management skills, with experience of making effective use of resources including the Pupil Premium. Using numerical and financial data to make decisions based upon analysis and interpretation.
- A clear understanding of and commitment to promoting and safeguarding the welfare of students.
- A commitment to building and maintaining effective and positive relationships with families, trustees, the wider community.
- Inspiring and influencing others, within and beyond the Academy, to believe in the fundamental importance and value of education in young people's lives.

- The ability to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level.
- Developing systems for effective school self-evaluation and monitoring.
- Ensuring high standards of student behaviour, attendance and attitudes to learning are applied consistently across The Misbourne.
- Strategic curriculum development.

Leadership skills – show evidence of:

- A resilient and inspirational leader, who values the views of others and creates positive working relationships.
- Building and nurturing a strong, positive and collaborative team culture that enables all staff to carry out their respective roles to the highest standard and for all staff to work effectively together to deliver school improvement.
- Implementing an effective performance management system, with clear links to performance related pay.
- A commitment to valuing, supporting and encouraging the professional development of all staff members.
- Promoting inclusion & diversity and implementing equal opportunities for all.
- Providing an inspiring role model for students and staff, creating an environment where all can thrive. Understanding how to empower all students and staff to excel.
- Leading the safeguarding of students ensuring their welfare is prioritised.

Communication and Problem Solving – show evidence of:

- Excellent communication skills and proven ability to listen to, understand and work effectively with all students, staff, trustees and families.
- Thinking creatively and imaginatively to anticipate and solve problems and identify opportunities for the Academy.
- Creating a climate of open communication where people feel able to express opinion and know their views will be respected.
- Demonstrating an understanding of, and lead the school's role in a self-improving school system.
- Developing, maintaining and using an effective network of contacts across all agencies and communities with whom the school interacts.

Personal Effectiveness – show evidence of:

- Being self motivating and achieving challenging professional goals. Taking full responsibility for own continued professional development, engaging critically with educational research.
- Creating a strong, positive personal impact, conveying authority, confidence, approachability, warmth and humour.
- Demonstrating flexibility and an ability to adapt to changing circumstances and new ideas.
- Demonstrating enthusiasm for, and commitment to, the role; along with reliability and a passion for education.
- Continuing to demonstrate effective performance when under pressure and/or in challenging circumstances.

- Having regard for own workload and that of others to secure a satisfactory work life balance

Safeguarding

The Misbourne is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff, workers and volunteers to share this commitment. The successful candidate will be required to provide two satisfactory references, undertake pre-employment checks and have a cleared Enhanced Disclosure & Barring check.