

Key Stage 3 Lead

PERSON SPECIFICATION

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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | * Good Honours degree;
* Qualified teacher status;
* Recent and relevant professional development.
 | * Higher degree
* Further qualifications – education related
 | AF |
| **Experience** | * Outstanding classroom teacher;
* Track record in raising standards;
* Proven track record of managing successful quality assurance and making use of the data and other information essential for success;
 | * Experience as a middle leader at the appropriate age range for the school;
* Experience of managing staff.
* Experience of a variety of roles in a secondary school;
 |  AF SS INT RF  |
| **Professional Development** | * Experience of delivering staff training and co-ordinating the professional development of staff.
 | * A record of professional development that includes training in leadership and management;
* Management Qualification
 | AF SS INT RF  |
| **Strategic Leadership and Management** | * Ability to articulate and persuade others to share a vision;
* Ability to motivate and engage all stakeholders;
* Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress;
* Is fair, compassionate and has a strong sense of social justice;
* Has a desire to make a significant, long term difference to the life chances of every student.
 |  | SS INT RF  |
| **Teaching****and****Learning** | * Clear understanding of what constitutes a broad and balanced curriculum and how the new curriculum changes should be incorporated to meet statutory requirements;
* Clear vision of how to differentiate and resource the curriculum to meet the needs of all students;
* Evidence of successful development of whole school academic achievement.
 | * Evidence of creating an effective learning environment.
* Developing and implementing successful policy and practice for behaviour management;
* Experience of preparing staff for Ofsted.
* Demonstrable experience in the effective use of assessment to inform teaching and learning in order to help individual students make progress;
 | SS INT RF  |
| **Accountability** |  | * A proven track record of monitoring and intervening for different student groups to ensure progress for all.
 | SS INT RF  |
| **Other skills and attributes** | * Completely trustworthy and respectful of confidential information;
* Suitable to work with children and young people;
* Capacity and enthusiasm for hard work;
* Be flexible with time and contribute to working outside of school hours;
* Ability to motivate and inspire others;
* Highly competent ICT skills;
* Ability to organise, prioritise, delegate and manage the work of self and others;
* Positive, cheerful and resilient outlook;
* Ability to build and maintain good working relationships with a wide variety of staff;
* Excellent communication skills;
* Strong commitment to school improvement and raising standards for all;
* Commitment to equality and the educational needs of the communities served by the school;
* Is a starter and a finisher of strategic tasks;
* Ability to multi task and willing to take on multiple roles and responsibilities.
 |  | AFSS INT RF  |

\* AF = Application Form

 SS = Supporting Statement

 INT= Interview

 RF = References