



Person Specification – Key Stage Leader

<u>Criteria</u>	<u>Essential</u>	<u>Desirable</u>
<u>Qualifications and Training</u>		
Qualified Teacher Status	✓	
Degree or equivalent	✓	
Evidence of commitment to recent Leadership Development	✓	
<u>Experience</u>		
Experience of leading on whole school initiatives	✓	
Experience of working in a Senior Leadership Team		✓
Successful record of raising standards in a core subject		✓
Outstanding classroom practitioner	✓	
Experience of working as a class teacher in more than one key stage		✓
Experience of working in more than one school		✓
Thorough knowledge of the key stage	✓	
Recent experience of teaching in the key stage	✓	
Awareness of current education developments and initiatives	✓	
<u>Shaping the Future</u>		
Able to lead change, creativity and innovation	✓	
Able to build, communicate and implement a shared vision	✓	
Able to build the capacity for improvement	✓	
Committed to setting and achieving ambitious challenging goals and targets	✓	
Knowledge of new technologies, their use and impact		✓
<u>Leading, Learning and Teaching</u>		
Committed to raising standards for all in pursuit of excellence	✓	
Committed to promoting a positive learning culture	✓	
Knowledge and understanding of effective models for learning, teaching and assessment	✓	
Knowledge of effective strategies to improve behaviour	✓	
Able to monitor and evaluate performance, celebrating excellence and challenging poor performance	✓	
Able to lead on some aspects of school evaluation	✓	
Knowledge of new technologies supporting learning and teaching		✓
Committed to the implementation of strategies for ensuring inclusion, diversity and access	✓	
Knowledge of curriculum design and management		✓
Commitment to choice and flexibility to meet the personalised learning needs of all pupils	✓	
Ability to understand and analyse assessment, tracking and school performance data		✓
Ability to report and present data to a range of audiences including staff and Governors		✓
Shows a secure understanding of the National Curriculum	✓	

<u>Developing self and empowering others</u>		
Able to develop individuals, empower and sustain an effective team	✓	
Able to challenge, influence and motivate others to achieve high goals	✓	
Able to build and sustain a learning community for all members of the community	✓	
Able to promote the relationship between CPD and sustained school improvement	✓	
Willing to collaborate and network with others within and beyond school	✓	
Able to work with and accept support from others including colleagues, governors and the LA	✓	
<u>Leading and Managing the Organisation</u>		
Commitment to inclusion and the right of every pupil to be the best that they can be	✓	
Knowledge of how to achieve school improvement and to implement change	✓	
Able to think creatively and innovatively	✓	
Commitment to collaborate with others in order to strengthen the capacity of the school	✓	
Knowledge of personnel, governance and health and safety issues		✓
Commitment to sustaining a safe, secure and healthy school environment	✓	
Able to create policy through consultation and review	✓	
Able to delegate efficiently	✓	
Able to prioritise, plan and organise	✓	
<u>Securing Outcomes and Accountability</u>		
Commitment to individual, team and whole school accountability for pupil learning outcomes	✓	
Knowledge of statutory educational frameworks	✓	
<u>Interpersonal skills</u>		
Ability to communicate effectively with all stakeholders	✓	
Ability to listen to and understand the views of others	✓	
Ability to deal sensitively with others to resolve conflict	✓	
Ability to motivate and inspire others	✓	
Enthusiasm, energy and resilience	✓	
Cheerful disposition and sense of humour	✓	
<u>Strengthening Community through Collaboration and Partnership</u>		
Experience of successful collaboration and partnership eg with other schools, home, external agencies, community or business partnerships	✓	
Knowledge of strategies to encourage parents to support their child's learning	✓	
Knowledge of the wider curriculum beyond the school and the opportunities it provides for pupils and the wider community	✓	

Evidence will be sought from the application form, interview process and references in ensuring that the essential criteria are met