

MAC Inclusion School Improvement Lead

Person Specification

Experience and Knowledge	Essential / desirable
Significant Senior Leadership experience with evidence of securing rapid and sustained improvement in their own school relating to inclusion.	E
Significant experience as a senior education professional with a demonstrable track record of impact on improving and sustaining outcomes for children.	E
Experience of, and proven success with, school improvement strategies working as part of a school leadership team.	E
Recent experience of Ofsted inspection system & framework	D
Experience of delivering staff development programmes and evidence of impact.	E
Experience of quality assuring school self-evaluation and improvement activities	E
Experience of working with governance and promoting effective challenge and support	D
Experience of leading or developing a network in order to work collaboratively to improve outcomes.	D
Experience of leading performance management and successfully addressing underperformance	E
Experience of effective working with outside agencies.	D
Knowledge of what constitutes high quality Catholic school provision	E
A clear vision and passion for inclusive education	E
Up to date knowledge of education policy, pedagogy, evidence-based strategies to improve outcomes for disadvantaged children, inspection findings and statutory requirements	E
Working in Catholic schools	D
Experience of working collaboratively with other schools and be able to evidence impact on practice/ outcomes.	D
Experience of dealing with Local Authority teams and systems	E
A clear understanding of all of the aspects of inclusion.	E
Qualifications and training	
Graduate with Qualified Teacher Status	E
Achieved or working towards National SENCO Award	E
Achieved or working towards NPQs: Senior Leadership/ Headship and/or Leading Behaviour and Culture	D
Evidence of a commitment to on-going learning and professional development	E

Personal Attributes and Skills	Essential / desirable
Present self as highly professional, setting high expectations for all and leading by example with integrity, creativity, resilience and clarity	E
Commitment to collaborative ways of working	E
Ability to generate and deliver collective vision and shared purpose	E
Excellent organisational skills	E
Able to manipulate and analyse performance data	E
An enthusiasm and commitment to leadership aimed at making a positive difference to all children and young people and raising standards, particularly for the most vulnerable and disadvantaged.	E
Able to work under pressure to meet targets and deadlines	E

Commitment to providing a high quality service to St John Paul II Catholic MAC schools and customers / stakeholders	E
Be adaptive and responsive to change	E
Confidence and competence in public speaking and in delivering presentations	E
Able to influence effectively at all levels of an organisation	E
	E

Special requirements	Essential / desirable
Knowledge and understanding of the distinctive nature of Catholic Schools.	E
Fully supportive of the Catholic Mission and aims of the St John Paul II MAC	E
Full driving licence and use of car - the post will require working across and between 9 schools in Birmingham	E