

RAISING STANDARDS LEADER (ASSISTANT PRINCIPAL) Y10

Person Specification

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Degree level. • Teaching qualification. 	<ul style="list-style-type: none"> • Evidence of further study, e.g. masters degree.
Experience	<ul style="list-style-type: none"> • Middle leadership experience in a school within an English department. • Outstanding results. • Contribution to staff development and improvement in teaching and learning. • Contribution to extra-curricular activities. 	<ul style="list-style-type: none"> • Experience of teaching KS5.
Core Professional Competencies	<ul style="list-style-type: none"> • Ability to set high expectations and foster a culture of continuous improvement. • Understanding of how data impacts exceptional quality first teaching. • Understanding how adults learn and ability to coach others. • Ability to build a professional learning community. • Ability to build positive relationships with all stakeholders. • Understanding of the national curriculum and vision for the future. • Ability to develop and modify the curriculum. • Understanding of how to modify the curriculum to meet the needs of all learners. 	

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Generic Competencies	<ul style="list-style-type: none"> • Potential to grow into an outstanding Assistant Principal. • Consultative leadership style. • Effective communicator. • Learner focused. • Enthusiastic. • Effective interpersonal skills. • Empathetic and a good listener. • Prepared to take risks and learn from own mistakes. • Exceptional ICT skills. • Innovative and able to identify and solve challenges with empirical creativity, removing rather than creating obstacles to progress. • Capable of demonstrating leadership and doing whatever it takes. • Has a productive and definable paranoia about the successful work of their teams. • Fanatically disciplined about seeing things through. • Has the courage and conviction to take risks and take difficult decisions wisely. • Has a predisposition to immediate action, leaving nothing to chance. • Insistent on a consistent approach, individually and across the team • Possesses drive and a steely determination but a deep sense of personal humility. • Believes in people and is uncompromising in wanting the best for learners. 	<ul style="list-style-type: none"> • Adaptability. • Good judgement in challenging situations.

	ESSENTIAL	DESIRABLE
Generic Competencies	<ul style="list-style-type: none"> • Has credibility and the support of the Principal to get things done. • Is prepared (and empowered) to hold others to account. 	
Professional Development	<ul style="list-style-type: none"> • Evidence of continued professional development. 	