

## Post of School Improvement Lead (Teaching and Learning) – Person Specification

	Detail	Essential	Desirable
Qualifications &	Specific qualifications & experience		
Experience	<ul> <li>Qualified teacher status (as recognised by the department for education).</li> <li>Additional leadership qualifications, i.e. NPQ leadership</li> </ul>	٧	V
	<ul> <li>qualifications, Ofsted qualification</li> <li>Experience of previous or current responsibilities within a successful senior management team. Substantive experience as a head of school, head teacher, deputy head teacher or school improvement adviser</li> </ul>	٧	
	Skills, knowledge and abilities		
	Knowledge and understanding of the role and responsibilities of senior leaders within primary schools.	٧	
	<ul> <li>Experience of successfully leading teams of staff in delivery of improvements and initiatives</li> </ul>	٧	
	Expert understanding of teaching and learning	٧	
	Experience of assessment and moderation processes	٧	
	Knowledge and understanding of statutory assessment	٧	
	arrangements at primary level	V	
	<ul> <li>Understanding the expectations in the new Ofsted Framework about what makes an effective school.</li> </ul>	٧	
	<ul> <li>Understanding of school self-evaluation and the processes involved in becoming an effective self-evaluating school.</li> </ul>	٧	
	Robust knowledge and understanding of recent developments and		
	legislative changes in education and how these impact on the leadership and management of a primary school.	V	
	Understanding of effective performance management	٧	
	<ul> <li>The ability to:</li> <li>Think strategically and to plan effectively in both the short and long term;</li> </ul>	٧	
	Embrace, lead and manage change effectively within an organisation;	٧	
	Engage effectively and collaboratively with academy trustees, encouraging others to do the same;	٧	
	Consult, seek advice and be pragmatic when making decisions;		
	<ul> <li>Motivate a body of staff and maintain their resilience in the face of adversity;</li> </ul>	V	
	Communicate effectively with, listen to, and learn from pupils, staff, parents (and carers), trustees and other members of the	٧	
	<ul><li>community;</li><li>Promote the professional development of all staff.</li></ul>	٧	

	Work co-operatively with a range of external agencies within a local	٧	
	area and beyond;		
	Delegate and manage staff workload effectively;	- 1	
	Devise and implement effective measures for the performance of	V	
	the school using inspection reports, data and research and to keep		
	these measures under systematic review;		
	·		
	Use management information systems, in particular, data systems	٧	
	to drive school improvement.		
	Manage finance efficiently in accordance with the agreed priorities	٧	
	and delegated authority of the school;		
Communication	Written		
	Ability to write detailed reports, letters, improvement action plans	٧	
	Verbal		
		_	
	Ability to use clear language to communicate information	٧	
	unambiguously		
Marada 11 11	Manking with weather an		
Working with others	Working with partners		
	A hilitar to make a propositive assetuit ration to the consult of the t	, , , , , , , , , , , , , , , , , , ,	
	Ability to make a proactive contribution to the work of the team	V	
	and contribute to group thinking, planning etc.		
	Deletionshins		
	Relationships		
	Ability to establish rapport and respectful and trusting relationships	V	
	with children and staff	•	
	with children and stair		
	Team work		
	Touri Work		
	Ability to work effectively with a range of adults.	٧	
Responsibilities	Organisational skills		
	Good organisational skills	٧	
	Ability to remain calm under pressure	٧	
	To be flexible	٧	
	Line Management		
	Ability to manage and support the work of others.	٧	
	Time Management		
		.	
	Ability to manage own time effectively.	٧	
	Ability to adapt quickly and effectively to changing	٧	
	circumstances/situations.		
General	Equalities		
	Awareness of and promotion of equality.	٧	
	Health & Safety		
	nealth & Salety		
	Good understanding of Health & Safety.	V	
		<u> </u>	
	Child Protection		
	elina i rotcolori		
	Good understanding and effective implementation of child	٧	
		V	

Understand procedures and legislation relating to confidentiality.	٧	
<ul> <li>CPD</li> <li>Demonstrate a clear commitment to develop and learn in the role.</li> <li>Ability to critically evaluate own performance.</li> </ul>	٧ ٧	