

PERSON SPECIFICATION FOR ASSISTANT HEADTEACHER

The Birches Specialist Support School

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|  | **Essential** | **Desirable** |
| Qualifications | * Qualified Teacher status
* Degree /PGCE or equivalent qualifications
* Working on / willingness to undertake some form of leadership qualification
 | * Other educational / professional qualifications
* Non-educational qualifications e.g. sport, music, first aid
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| Knowledge and Experience | * Successful experience of teaching in more than one key stage
* Minimum of five years recent experience in teaching
* Evidence of providing excellent provision for all pupils and achieving high standards of pupil progress
* Set high expectations which inspire, motivate and challenge pupils
* An excellent understanding of and experience in using assessment and data management
* Experience in leading one or more curriculum areas, including identifying needs, planning, monitoring and evaluation of standards and sharing impact of actions
* Proven ability in leading staff teams / curriculum development and measuring progress and sharing impact of actions
* Experience of coaching / mentoring / supporting colleagues
* 2 years minimum classed as an outstanding teacher
 | * Experience in School Improvement Planning, monitoring and evaluation
* Experience of management and leadership of a team of teachers and support staff
* Experience in leading an aspect of non-curricular development
* Experience of leading and supporting CPD
* Experience as class teacher in a special school
* Experience of performance management for support staff
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| Professional Skills | * Excellent teaching experience
* Ability to work cooperatively as a leader and member of a team and in different partnerships
* Proven ability to implement strategies for raising pupil achievement including monitoring and evaluation of the work of others
* Excellent people skills – motivating, nurturing and challenging children and adults to achieve their best
* ICT skills for teaching and management
* Confidence, clarity and decisiveness in making and carrying out decisions
* Proven ability to demonstrate and lead on outstanding classroom practice
* Ability to use assessment effectively to inform pupil progress and to analyse data to help the target setting progress
 | * Experience of successful multi- agency and partnership working
* Experience in Safeguarding procedures including Child Protection
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| Professional Ethos and Commitment | * High expectations for self and others and a strong commitment to raising achievements
* Commitment to promote home-school partnerships
* High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child
 | * Willingness to be involved in extra-curricular activities
* Experience of innovation and creativity in the curriculum
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| Personal Qualities | * Approachable with excellent interpersonal skills
* Ability to promote and develop positive relationships within and beyond the school
* Ability to set and work to deadlines
* Ability to remain positive and retain your sense of humour!
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