LONGFORD PARK PRIMARY SCHOOL

DEPUTY HEAD TEACHER
PERSON SPECIFICATION

Introduction

In order to meet the high standards expected of a leading professional in our school, the governing body is seeking to employ a person with the following qualities, experience, skills and abilities.

Qualifications

▪ Qualified Teacher status

Experience

▪ Evidence of leadership and management of a whole school aspect.
▪ Proven success in teaching within the primary phase providing for educational needs across the full ability range including special educational needs.
▪ Experience of contributing to the process of successful school development and improvement planning.
▪ Evidence of leading a successful whole school initiative.

Professional Development

▪ A record of continuous professional development linked to school improvement and leadership.
▪ Experience of delivering/organising/supporting training and helping to co-ordinate the professional development of colleagues.

Leadership and management

▪ To have a vision of the overall aims and direction of a successful school and be able to communicate these in order to inspire and motivate others.
▪ To provide evidence of good management which incorporates detailed planning, successful implementation, effective monitoring and evaluation of strategies.
▪ To have excellent knowledge and understanding of what constitutes a good school and have the necessary skills of leadership and management to help create such a school.
▪ Have the ability to access and analyse relevant data and to use this information to set priorities and determine school action.
▪ Some knowledge of the statutory requirements and other relevant legislation relating to school leadership and management.
▪ To know how and when to consult with and engage the support of 'external agencies' such as the services provided by the Local Authority.
▪ An ability to assist in the management of a school budget effectively matching resources to school needs and priorities.

Learning and Teaching

▪ Have a good understanding of what contributes to successful learning and the ability to promote the most effective teaching strategies to bring this about.
To have a good understanding of how assessment strategies are used to inform learning in order to help pupils make progress.

- The ability to help create and maintain a school site that ensures the health and safety of staff and pupils and which presents a stimulating and attractive learning environment for pupils.

- A clear understanding of what constitutes a broad and balanced curriculum that meets statutory requirements and which is sufficiently well differentiated and resourced to meet the needs of all pupils.

**Additional skills and abilities**

- Vision, initiative and leadership in managing change to enhance and raise standards.

- The ability to relate positively to the headteacher, pupils, colleagues, parents, governors and others who contribute to the work of the school.

- The communication skills needed, both oral and written, to provide clear and accurate information and well-informed advice.

- The ability to organise and manage work effectively i.e. being able to prioritise and organise tasks, make decisions, support and delegate when appropriate.

- To have high expectations of pupils' learning, attainment and behaviour and of one's own professional abilities and those of colleagues.

- A calm approach and positive attitude to all management issues.

**References**

- Excellent and unequivocal.

**Health and Attendance**

- Excellent health record and consistent attendance.