

THE PRIORY SCHOOL, SPALDING

POST OF ASSISTANT HEADTEACHER: PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> ▪ Qualified teacher ▪ Evidence of continued personal career development 	<ul style="list-style-type: none"> ▪ Further advanced educational qualification or management related qualification
Experience	<ul style="list-style-type: none"> ▪ Successful teaching experience and evidence of good practice within the secondary age range ▪ Successful experience as a middle manager in a special school or with SEN pupils within a mainstream school (eg as a SENCO) 	<ul style="list-style-type: none"> ▪ Successful experience of a range of curriculum responsibilities ▪ Evidence of good practice in the classroom ▪ Successful teaching experience in both KS3 & KS4 ▪ Experience of working with SEN pupils in a variety of settings
Curriculum	<ul style="list-style-type: none"> ▪ Comprehensive knowledge and understanding of the curriculum including strategies ▪ Understanding of school development / improvement planning ▪ Understanding of recent and anticipated national curriculum developments at KS3 & KS4 	<ul style="list-style-type: none"> ▪ Curriculum leadership experience in one or more core subjects ▪ Breadth of curriculum leadership experience
Personnel	<ul style="list-style-type: none"> ▪ Experience of leading the work of others ▪ Able to communicate a clear vision ▪ Able to develop and sustain good personal relationships 	<ul style="list-style-type: none"> ▪ Able to promote the achievements of the school in the local community
Financial	<ul style="list-style-type: none"> ▪ Understanding of the concept of cost effectiveness and value for money 	<ul style="list-style-type: none"> ▪ Some budget management experience ▪ Awareness of and commitment to fund raising opportunities
Management	<ul style="list-style-type: none"> ▪ Able to prioritise and make decisions ▪ Able to delegate and manage the work of individuals and teams 	<ul style="list-style-type: none"> ▪ Success in a team leadership role
Assessment	<ul style="list-style-type: none"> ▪ Knowledge and Understanding of assessment, recording and reporting requirements ▪ Experience of strategies to raise pupil achievement 	<ul style="list-style-type: none"> ▪ Experience and knowledge of target setting routines ▪ Experience of using ICT solutions in data handling
Parents & Community	<ul style="list-style-type: none"> ▪ Committed to a strong partnership between home and school ▪ Committed to the open school concept and community support 	<ul style="list-style-type: none"> ▪ Experience of working and talking with parents and the wider community ▪ Involvement in community ventures ▪ Experience of promoting a successful home school partnership
SEN	<ul style="list-style-type: none"> ▪ Experience and understanding of pupils with a variety of SEN including autistic spectrum disorders 	<ul style="list-style-type: none"> ▪ Experience of working with a variety of external agencies ▪ A knowledge of nurture groups