



William Stukeley Church of England Primary School

Person Specification: Assistant Head Teacher



	Essential Criteria	Desirable Criteria
Strategic direction and development of the school	<ul style="list-style-type: none"> ➤ Experience of developing and implementing some whole school policies ➤ Experience of using a range of information and evidence to raise pupil achievement ➤ Ability to strategically lead a subject area ➤ Ability to ensure that those involved in the delivery of the subject are confident to do so 	<ul style="list-style-type: none"> ➤ Evidence of involvement with governors, and working in partnership with parents ➤ Ability to identify realistic and challenging targets for improvement in Teaching and Learning
Teaching and learning	<ul style="list-style-type: none"> ➤ Teaching experience in primary education ➤ Exemplary classroom practitioner ➤ Ability to ensure curriculum coverage continuity and progression for all pupils ➤ Experience of evaluating the quality of teaching and learning ➤ Experience of using inclusive practices to ensure equal opportunities for all 	<ul style="list-style-type: none"> ➤ Teaching experience in more than one keystage ➤ Experience of national strategies and their impact on teaching and learning ➤ Experience of providing support, advice and guidance to colleagues on teaching and learning ➤ A thorough understanding of how Assessment for Learning is used in practice
Leading and managing staff	<ul style="list-style-type: none"> ➤ Ability to provide subject leadership across the school ➤ Ability to conduct an audit and identify priorities for development and training needs within a subject area ➤ Well developed interpersonal and personnel management skills 	<ul style="list-style-type: none"> ➤ Experience in delivering in-service training ➤ Experience of leading CPD of Colleagues ➤ Experience of Peer Coaching ➤ Experience of ensuring Executive Head Teacher, senior managers and governors are well informed about subject policies or school developments
Efficient and effective deployment of staff and resources	<ul style="list-style-type: none"> ➤ Experience of directing, supporting and monitoring the work of staff within the delivery of the subject ➤ Ability to maintain existing resources and to plan for opportunities for further development ➤ Ability to use accommodation to create an effective and stimulating environment 	<ul style="list-style-type: none"> ➤ Experience of resource allocation and budget management
Professional development	<ul style="list-style-type: none"> ➤ Qualified Teacher Status ➤ Evidence of recent and appropriate professional development ➤ Sound up to date subject knowledge 	<ul style="list-style-type: none"> ➤ Understanding of the role of the professional portfolio as part of CPD ➤ Experience of leading CPD within a school
Other qualities	<ul style="list-style-type: none"> ➤ Excellent communication and interpersonal skills ➤ Confident ICT user ➤ Ability to motivate staff and set example of high personal standards ➤ Exciting and innovative class teaching ➤ Able to uphold the values and ethos of a C.of E. School 	



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