

## PERSON SPECIFICATION FOR ASSISTANT HEADTEACHER

Rodney House School

	<b>Essential</b>	<b>Desirable</b>
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher status</li> <li>• Degree /PGCE or equivalent qualifications</li> <li>• Working on / willingness to undertake some form of leadership qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Other educational / professional qualifications</li> <li>• Non-educational qualifications e.g. sport, music, first aid</li> </ul>
Knowledge and Experience	<ul style="list-style-type: none"> <li>• Successful experience of teaching in more than one key stage</li> <li>• Experience of teaching children with SEND</li> <li>• Evidence of providing excellent provision for all pupils and achieving high standards of pupil progress</li> <li>• Set high expectations which inspire, motivate and challenge pupils</li> <li>• An excellent understanding of and experience in using assessment and data management</li> <li>• Experience in leading one or more curriculum areas, including identifying needs, planning, monitoring and evaluation of standards and sharing impact of actions</li> <li>• Proven ability in leading staff teams / curriculum development and measuring progress and sharing impact of actions</li> <li>• Experience of coaching / mentoring / supporting colleagues</li> <li>• Excellent behaviour management skills</li> <li>• Sound knowledge and understanding of the skills needed to raise standards and improve teaching and learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in School Improvement Planning, monitoring and evaluation</li> <li>• Experience of management and leadership of a team of teachers and support staff</li> <li>• Minimum of five years recent experience in teaching</li> <li>• Experience in leading an aspect of non-curricular development</li> <li>• Experience of leading and supporting CPD</li> <li>• Experience of performance management of staff</li> <li>• Experience as class teacher in a special school</li> </ul>

Professional Skills	<ul style="list-style-type: none"> <li>• Excellent teaching experience</li> <li>• Ability to work cooperatively as a leader and member of a team and in different partnerships</li> <li>• Proven ability to implement strategies for raising pupil achievement including monitoring and evaluation of the work of others</li> <li>• Excellent people skills – motivating, nurturing and challenging children and adults to achieve their best</li> <li>• ICT skills for teaching and management</li> <li>• Confidence, clarity and decisiveness in making and carrying out decisions</li> <li>• Proven ability to demonstrate and lead on outstanding classroom practice</li> <li>• Ability to use assessment effectively to inform pupil progress and to analyse data to help the target setting progress</li> <li>• An understanding and awareness of a variety of teaching methodologies for supporting pupils with SEND</li> <li>• Project management skills, prioritising, planning and organising</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of successful multi- agency and partnership working</li> <li>• Experience in Safeguarding procedures including Child Protection</li> <li>• Ability to quickly assimilate knowledge and experience to deliver solutions and develop structured support packages to meet the school's needs.</li> </ul>
Professional Ethos and Commitment	<ul style="list-style-type: none"> <li>• High expectations for self and others and a strong commitment to raising achievements</li> <li>• Commitment to promote and innovate home-school partnerships</li> <li>• High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to be involved in extra-curricular activities</li> <li>• Experience of innovation and creativity in the curriculum</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>• Approachable with excellent interpersonal skills</li> <li>• Ability to promote and develop positive relationships within and beyond the school</li> <li>• Ability to set and work to deadlines</li> <li>• Ability to remain positive and retain your sense of humour!</li> </ul>	