

RAVENSWOOD SCHOOL

Assistant Headteacher - Person Specification



Attributes	Essential	Desirable
Qualifications	<p>Qualified Teacher Status</p> <p>Evidence of recent CPD in developing leadership skills.</p>	<p>Further qualifications relevant to SEN or leadership and management.</p> <p>Minibus driving licence</p>
Experience	Proven ability of being a successful teacher of pupils with complex SEN	Show a relentless drive for raising pupils' achievements
	Effective use of range of self-evaluation systems/tools including pupil assessment data.	Experience in writing sections of the SEF.
	Experience in raising standards of teaching and learning through monitoring and support to colleagues	Experience in holding other teachers to account in relation to their performance
	Able to deliver model lessons for colleagues to support their CPD.	Good skills in coaching, supporting and training colleagues in good classroom practise.
	Effective leadership and management of whole school projects e.g. curriculum design, improving teaching of English	Experience at middle leadership level in a special school and evidence of collaborative and adaptive working with senior leaders.
	Effective skills in establishing and maintaining links with a range of community organisations.	Effective skills in representing a school at local authority level.
	Experience of organising and leading effective school-based INSET and staff meetings.	Experience of planning and leading effective training for colleagues in other schools/settings
	Effective use of ICT skills for business reasons and for teaching. Word, multimedia, Excel, SIMs	Guided/trained others in improving their ICT skills for business and for teaching.
	Effective use of positive behaviour management strategies (including the use of approved Restrictive Physical interventions) to manage/de-escalate situations where pupils show very challenging behaviours.	Experience in training/guiding others in positive behaviour management strategies and the use of approved Restrictive Physical interventions.
	Evidence of successful working in partnership with parents and engaging with parents who are hard to reach.	Good leadership of parents' meetings or groups.
Professional Characteristics	Shows full support for the aims, values and ethos of the school	Willing to step up to new challenges and fill gaps as the need arises.
	Show a good self-awareness of strengths and areas for development and an awareness of how own performance impacts on others	Ability to think laterally, creatively and strategically to find effective solutions to complex problems and challenges, and to develop and implement programmes to deliver these solutions to deadline and budget.
	Ability to report clearly on impact of own work and work of colleagues.	

	Maintain high standards of honesty and integrity at all times.	
	Demonstrate initiative and ready to act on unexpected opportunities	
	Maintain an optimistic attitude in pursuing goals despite obstacles and setbacks.	Experience in overcoming obstacles and setbacks raised by other stakeholders.
	Show work ethos which seeks to develop others in and beyond their roles.	Anticipate, recognise and meet others' needs
	Work well with a diverse range of people towards shared goals	Seeks new opportunities to work with people from other backgrounds.
	Demonstrate good communication skills, listening openly and sending convincing messages.	Inspire and guide others.