Kingsway Infant School

Deputy Head teacher Person Specification

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| criteria | qualities |
| **Qualifications and training** | * Qualified teacher status
* Degree
* Evidence of further training in leadership and management
* DSP qualification
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| **Experience** | * At least five years’ successful classroom experience within the primary age range
* Involvement in school self-evaluation and development planning
* Demonstrable experience of successful line management and staff development
* Proven record of exemplary teaching which has ensured good/outstanding progress and achievement for pupils across the full ability range.
* Proven record of successful curriculum leadership, leading directly to an increase in standards of attainment.
* Experience of leading and implementing whole school initiatives and managing change, developing strategies for raising achievement.
* Experience of monitoring and evaluating curriculum delivery
* Additional teaching and learning responsibilities, eg, Key stage lead, assistant head, existing deputy head
* Commitment to the protection and safeguarding of children
* Up to date knowledge of relevant safeguarding legislation and the ability to promote a culture of safeguarding across the school community
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| **Skills and knowledge** | * Understanding of high-quality teaching, and the ability to model this for others and support others to improve
* Understanding of school finances and financial management
* Effective communication and interpersonal skills
* Ability to communicate a vision and inspire others
* Ability to build effective working relationships
* Clear understanding of the characteristics of successful behaviour management
* Secure understanding of the requirements of the national curriculum
* Secure understanding of assessment strategies and the use of assessment to inform the next stages of learning
* Knowledge and understanding of a range of successful teaching and learning strategies to meet the needs of all pupils
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| **Personal qualities** | * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
* A ‘can do attitude’ and an ability to solve issues as and when they arise
* Self-motivation and a commitment to continued professional development.
* Problem-solving abilities
* Commitment to maintaining confidentiality at all times
* Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position
* Understanding of and commitment to nurture and inclusion, and their impact upon learning.
* High expectations for all pupils
* Ability to inspire, challenge, motivate and empower others
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