

# Valentines High School

## Person Specification for Deputy Headteacher

Assessment Criteria	Essential	Desirable	Evidence: interview Application Reference
<b>Knowledge and Experience</b>			
Proven track record of raising achievement and leading change	*		A/I
Strong track record in leading a team of teachers in improving teaching and learning	*		A/I
Evidence of excellent knowledge and understanding of current educational issues and impending whole school curriculum changes	*		A/I
Evidence of continuing professional development (eg. higher degree begun or completed, NPQSL or similar CPD)		*	A/I/R
Experience of successful Ofsted inspection		*	A
Knowledge and experience of using ICT to drive progress across the school		*	A/I
<b>Professional competencies</b>			
Evidence of excellent teaching skills and examination outcomes	*		A/I/R
Able to persuade colleagues to try out innovative ideas in the classroom and take calculated risks to improve teaching and learning	*		A/I/R
Confident in the use and analysis of assessment data and assessment for learning strategies to track the achievement of a range of student groups and drive forward student progress	*		A/I/R
Hold others to account by clearly communicating expectations, giving constructive and specific feedback ensuring goals or objectives are achieved.	*		I
Competence in using ICT in the classroom to drive progress forwards and ability to embrace new technologies	*		A/I
Effective communicator using both spoken and written word	*		A/I
Able to organise time efficiently and work to deadlines	*		R
<b>Personal qualities</b>			
Positive and caring approach towards students	*		I/R
Dynamic team leader with the ability to lead and manage teams of people and to delegate effectively	*		I/R
Develop and sustain appropriate relationships, motivating and inspiring others	*		I/R
Sets personal high standards and helps others to do the same	*		I/R
Ability to maintain positive morale under pressure	*		I/R