



Spring Grove Primary School Deputy Head Person Specification

QUALIFICATIONS
<ul style="list-style-type: none">• Qualified Teacher Status• Good Honours Degree or equivalent• Evidence of further study and qualifications
EXPERIENCE
<ul style="list-style-type: none">• Successful recent teaching experience in the primary age range• Recent and relevant leadership experience• Outstanding teaching and successful curriculum experience• Experience of using and analysing whole school data• Responsibility for developing, monitoring and evaluating an aspect of the whole school• Experience of leading and managing people• Experience of contributing to self-evaluation and school improvement• Experience of leading training and other staff development activities, including performance management• Experience of leading assemblies and other whole school activities• Experience of working with governors, parents and the wider community• Core Subject Leadership or leadership experience with a whole school impact• Experience of working as a DSL
PROFESSIONAL KNOWLEDGE AND UNDERSTANDING
<ul style="list-style-type: none">• Knowledge of the curriculum for Foundation Stage, Key Stage 1 and 2• In-depth knowledge of curriculum development and effective pedagogy• Sound understanding of assessment, moderation, recording and reporting• Understanding of the OFSTED framework• Knowledge of monitoring and evaluating performance and use of school self-evaluation in order to raise achievement• Understanding of tools for interpretation, analysis and data to inform school improvement• An understanding of the strategies for ensuring inclusion, diversity and access• Knowledge of best practice and procedures for safeguarding children and young people• Knowledge of key considerations in effective management and deployment of people and other resources
TEACHING AND LEARNING
<ul style="list-style-type: none">• Successful recent teaching experience in the primary age range• Excellent classroom management and teaching skills across all curriculum areas• High expectations of all pupils• Experience in curriculum planning and development• Ability to both articulate and model the features of effective teaching and learning• Up to date knowledge of the curriculum• A robust understanding of assessment and tracking procedures, and how to interpret, evaluate and analyse data to raise standards• Successful experience of the Ofsted process

- Experience of SEND work
- Experience of being inclusive to all beliefs and ethnicities
- Experience of teaching in all key stages
- Experience of using a variety of assessment techniques, including pupil self-assessment

LEADERSHIP AND MANAGEMENT

- Knowledge of and participation in school development planning
- Ability to make decisions, review, and implement initiatives.
- Ability to motivate, inspire and lead others
- Ability to determine improvement priorities and to set and deliver targets
- Experience of engaging parents in school activities
- A 'visible' leader, with a whole school presence, who has the ability to relate well to people at all levels
- Ability to manage and resolve underperformance
- Positive, enthusiastic outlook, embracing risk and innovation
- Resilience, perseverance and optimism in the face of difficulties and challenge

PROFESSIONAL AND PERSONAL QUALITIES

- Ability to organise, prioritise and delegate
- Ability to manage time effectively and work to deadlines
- Engage in collaborative partnership working, within and beyond the school
- Able to communicate effectively orally and in writing to a range of audiences
- Able to think creatively, to anticipate and solve problems
- Able to develop and empower individuals and teams
- Able to use new and emerging technologies to support improvement
- Able to deal sensitively with people and resolve conflicts
- Relate well to pupils, staff and parents and care about their individual needs
- Able to adapt to changing and challenging circumstances