Assistant Headteacher - Person Specification (Alternative Provision Portfolio)

	JOB REQUIREMENT	Evidence	Scoring Method
Qualifications and experience	Honours degree in relevant specialism.	A	Pass/Fail
	QTS	A	Pass/Fail
	High degree of knowledge of the principles and practices of effective relational practice and Inclusivity for pupils with special educational needs	A	Pass/Fail
	Proven track record in implementing strategies and interventions to raise achievement and standards, especially in the areas of behaviour, engagement and pastoral care	A/I	Numerical Scale
	Evidence of the application of information and communication technology (ICT) to learning and teaching in subject area(s).	A/I	Numerical Scale
	Experience of delivering CPD including coaching and mentoring colleagues.	A/I	Numerical Scale
	Demonstrable experience of monitoring and evaluation, target setting, school improvement planning and a thorough understanding of pastoral leadership.	A/I	Numerical Scale
Knowledge and Skills	Proven track record in implementing strategies and interventions to raise achievement and standards, narrowing gaps in attainment and progression	A/I	Numerical Scale
	Demonstrates effective communication skills (both orally and in writing), relevant to the audience and purpose.	A/I	Numerical Scale
	Extensive knowledge of the principles and practices of effective teaching and learning, monitoring/ assessment and evaluation.	A/I	Numerical Scale
	Demonstrable knowledge of quality improvement and effectiveness strategies including the process of self-evaluation and strategies for raising quality standards	A/I	Numerical Scale
	High level knowledge of the KS2 curriculum and Ofsted framework	A/I	Numerical Scale
Values and Behaviours	Makes a commitment to their own professional development in order to become the best leader they can be.	I	Numerical Scale
	Demonstrates an ability to build and maintain positive relationships with pupils, colleagues, parents and carers, with a positive outlook and a sense of humour	I	Numerical Scale
	Makes a commitment to ensuring their values and behaviours align with TEAL's Ethical Leadership qualities as outlined in the values and behaviour's framework (see Job Description), as commensurate with their role	I	Numerical Scale

A = Application (inc. supporting letter), I = assessed during Interview Day(s)

TEAL is committed to safeguarding and promoting the safety and welfare of children and young people and expects all staff to share the commitment. All appointments will, therefore, be subject to a satisfactory Enhanced Level Disclosure and Barring Service Clearance as well as all other relevant pre-employment vetting checks.