| Attributes | Essential | Desirable | Identify |
|--|---|--|--|
| Appearance | Presentable Well presented & organised letter of application Confident | | application Interview Interview |
| Physical | Able to cope with the demands of the post | | Application |
| Qualifications | Degree & QTS | Subject Leadership experienceLeadership Qualification | application application |
| Experience of School Improvement Planning | To have taken a leading role in disseminating good practice Experience of raising achievement and attainment across the school Experience of analysing and evaluating data. | Aspiration to further own knowledge & experience To have recent relevant experience of leadership | Application/Interview Application/interview |
| Training | Recent relevant CPD | Willingness for further leadership training | application Interview |
| Specific knowledge | Outstanding classroom practitioner Evidence of the positive impact of their leadership. Knowledge of how to lead & manage the work of colleagues to ensure an impact on standards of attainment Clear understanding of the school's improvement priority areas and the schools self evaluation Thorough knowledge and understanding of the national curriculum | Experience of leading a key area of school improvement. Knowledge of the process & procedures for managing change. Able to describe successful change management. | application Interview Application/interview Application/interview Application |
| Personal circumstances | Supportive of all aspects of school life | Flexibility | Interview |
| Disposition/ practical | Lead staff meetings Lead assemblies and presentations in all key stages Work to clear deadlines Work under pressure To be exceptionally well organised Can confidently present to Governors and partner agencies Can work collaboratively with other schools Can adapt their skills to a variety of task , across all aspects of school improvement Have a clear understanding of the areas of school improvement Can inspire and motivate a large team, providing an essential layer of communication between staff and the Senior Leadership Team. | Reflective in approach To be able to give, receive and act upon constructive criticism Close match between application and job description | application/interview application/interview application/interview application/interview application/interview application/interview application/interview application/interview |

Thatto Heath Community Primary School

Person Specification for School Improvement Aspect TLR