



**PERSON SPECIFICATION:
HEADTEACHER OF YSGOL TAL Y BONT AND YSGOL CRAIG YR WYLFA**

CATEGORY	ESSENTIAL	DESIRED
1. Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status	<ul style="list-style-type: none">• National Professional Qualification for Headship (NPQH)
2. Experience	<ul style="list-style-type: none">• Recent and relevant experience of leadership role within primary education• Experience of being an effective leader• Successful and extensive teaching experience	<ul style="list-style-type: none">• Recent experience as headteacher or deputy headteacher/executive headteacher in a primary school• Experience teaching within more than one school• Experience in outdoor education (e.g., forest schools)
3. Professional Development	<ul style="list-style-type: none">• Evidence of the implementation of management-related continuing professional development with school leadership, learning and curriculum teaching• Experience leading/coordinating professional development opportunities• Ability to identify your own learning needs and support others to designate their learning needs	<ul style="list-style-type: none">• Experience working with other schools/organisations/agencies or cluster• Experience working with community groups and organisations
4. Strategic Leadership	<ul style="list-style-type: none">• Ability to define and share a vision of primary education inspiring and motivating staff, pupils, parents and governors• Evidence of having translated a team- or school-wide vision into reality• Evidence of successful strategies for planning, implementation, monitoring and evaluation for continuous improvement• Evidence of learning from schools and other colleagues• Ability to analyse progress data/data, develop strategic plans, set targets and monitor/evaluate progress• Quality information in relation to educational provision, characteristics of effective schools and strategies for raising expectations among learners and staff• Evidence of having implemented an effective management project• An understanding of pupils' happiness and wellbeing and a commitment to promoting and protecting them• Ability to recognise and include the pupils' voice in all appropriate aspects of the school• Ability to develop and implement effective and innovative strategies to maintain and improve pupil recruitment	



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5. Learning and Teaching	<ul style="list-style-type: none">• Evidence of having an understanding of current and future requirements for Curriculum for Wales, ALN Transformation Programme• Evidence of effective curriculum design• Knowledge and experience of a range of successful learning and teaching strategies to meet the needs of all learners• A robust understanding of effective assessment strategies and the use of assessment to shape next learning steps• Experience in developing effective learning and teaching• Understanding of the characteristics of an effective learning environment• Ability to demonstrate a proven record of accountability in all aspects of school management• Ability to analyse, interpret and present data	
6. Staff Leadership and Management	<ul style="list-style-type: none">• Experience of working with, leading and developing teams of staff• Ability to delegate work and support colleagues as they take on responsibilities• Experience of managing performance and supporting colleagues' continuing professional development• An understanding of how effective resource management and finances enable a school to achieve its educational priorities	<ul style="list-style-type: none">• Experience of working with governors to enable them to fulfil their whole-school responsibilities



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7. Skills, Qualities and Ability	<ul style="list-style-type: none">• Excellent interpersonal and communication skills in Welsh and English• Be open to new ideas by being creative, innovative and inspiring• High expectations for learning, progress and learner attainment• High expectations of yourself and of others• Firm commitment to continuous school improvement• Ability to be enthusiastic and positive at all times• Ability to schedule work, prioritise tasks, make decisions and manage time effectively• Good relationships with learners and all stakeholders• A sense of care and interest in each individual and respect for the uniqueness of each child• A firm commitment to promoting the Welsh language and culture• A willingness to continue to promote and strengthen community links• Personal values that reflect the inclusion, wellbeing and community-oriented nature of the schools• A dynamic and proactive attitude towards addressing challenges, issues and concerns	
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