



PERSON SPECIFICATION: HEADTEACHER AT CENARTH AND LLECHRYD PRIMARY SCHOOLS



CATEGORY	ESSENTIAL	DESIRABLE
1. Qualifications	• Qualified teacher status • National Professional Qualification for Head teachers (NPQH)	
2. Experience	• Recent and relevant experience of a leadership role within primary education • Experience as an effective leader • Substantial, successful teaching experience	• 3 years of recent experience as a headteacher or deputy head/acting headteacher in a primary school • Experience of teaching within more than one school
3. Professional Development	• Evidence of implementing continuing professional development relating to school leadership and management, and curriculum/ teaching and learning • Experience of leading/coordinating professional development opportunities • Ability to identify own learning needs and to support others in identifying their learning needs	• Experience of working with other schools/organisations/agencies or cluster
4. Strategic Leadership	• Ability to articulate and share a vision of primary education and inspire and motivate staff, pupils, parents, and governors • Evidence of having successfully translated a vision into reality at a team or whole school level • Evidence of successful strategies for planning, implementing, monitoring, and evaluating in order to produce continuous improvement • Evidence of learning from other schools and colleagues • Ability to analyse data/progress data, develop strategic plans, set targets and monitor/evaluate progress towards these • Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising expectations amongst learners and staff • Evidence of having implemented effective change management • Understanding of and commitment to promoting and safeguarding the happiness and welfare of pupils and staff	
5. Teaching and Learning	• Evidence to demonstrate understanding of the current and future requirements of the Curriculum for Wales and ALN Transformation Programme • A proven track record of effective curriculum planning • Knowledge and experience of a range of	



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	successful teaching and learning strategies to meet the needs of all learners • A secure understanding of effective assessment strategies and the use of assessment to inform the next stages of learning • Experience in developing effective teaching and learning • 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. Leading and Managing Staff	• Experience of working in, leading, and developing staff • Ability to delegate work and support colleagues in undertaking responsibilities • Experience of performance management and supporting the continuing professional development of colleagues • Understanding of effective budget planning and resource deployment	• Experience of working with governors to enable them to fulfil whole-school responsibilities • Understanding of how financial and resource management enable a school to achieve its educational priorities
7. Skills, Qualities & Abilities	• Excellent interpersonal and communication skills in Welsh and English • Openness to new ideas and ability to innovate and inspire • High expectations of learners' learning, progress, and attainment • High expectations of self and others • Strong commitment to school improvement • Ability to be enthusiastic and positive at all times • Ability to organise work, prioritise tasks, make decisions and manage time effectively • Strong rapport with learners and all stakeholders • A sense of care and interest in every individual • A strong commitment to promoting the Welsh language and culture • Further promote and strengthen community links	