**Great Learners Trust**

**Challenge and Support Partner**

**Person Specification**

**QUALIFICATIONS**

* Qualified teacher status
* A degree or equivalent
* Experience of working as a Senior Leader in a Primary School (ideally Deputy Headteacher or Headteacher level)
* A recent, relevant record of Continuous Professional Development

**PREVIOUS LEADERSHIP EXPERIENCE**

* Experience, knowledge and understanding of primary education
* Proven record of leading change effectively and can demonstrate impact
* Proven record of successful school improvement planning, delivery, monitoring and reporting of impact to stakeholders
* Experience of leading a school through an Ofsted Inspection or External Review
* Experience of recruiting, building and leading an effective team
* Track record of leading successful innovation or improvement initiatives
* Experience of teaching children with a range of learning needs in a mixed ability context

**PARTICULAR SKILLS AND KNOWLEDGE**

* An excellent teacher with a proven ability to raise others skillsets
* An understanding of the learning culture and outstanding formative assessment
* The ability to lead and inspire colleagues in order to impact change
* Knowledge of the principles and practices in relation to leading improvements in teaching and learning
* A strong practitioner who places children’s needs at the forefront
* Strategies for engaging pupils in their own learning and working in partnership with them
* Excellent grasp of current relevant research and developments in Education
* In-depth knowledge of the principles of formative assessment and its role in facilitating rapid pupil progress
* Strong understanding of the skills and behaviours needed for successful leadership and team management.

**EDUCATIONAL PHILOSOPHY**

* A child-centred approach to education which emphasises the development of the individual
* A strong commitment to the pursuit of excellence and challenge for all
* A demonstrated commitment to varied teaching and learning strategies to meet differing needs and learning styles
* An understanding of the importance of emotional wellbeing and its impact on progress and attainment
* A strong commitment to team work and building positive relationships.

**PERSONAL QUALITIES**

* Ambitious
* A growth mindset
* Proven leadership qualities to motivate and inspire others
* Reflective, resilient, flexible and adaptable
* A high level of personal organisation
* Able to set clear goals and aims and achieve them
* Able to work co-operatively and collaboratively with colleagues at all levels
* Ability to enthuse and inspire colleagues to work collaboratively towards the delivery of agreed goals
* Good public speaking and presentational skills
* Able to work under pressure, prioritise effectively and to meet deadlines
* A sense of humour.

**EQUAL OPPORTUNITIES**

* A commitment to inclusion
* A strong commitment to equal opportunities in practice which encompasses gender, race, religion and disability.

***The following would be desirable:***

* Experience of using PIXL Primary
* Experience of Coaching or mentoring staff
* Recent Leadership CPD
* Experience in a leadership capacity in a primary school that has secured significant improvements
* Evidence of delivering school-to-school support
* Experience of working in a school serving an area of disadvantage and an understanding of the complexities surrounding this.