

SELECTION CRITERIA FOR THE POSITION OF DEPUTY HEADTEACHER

1. Management and Team Responsibilities

- a. an understanding of the leadership and team building qualities essential to the operation of a senior management team in a busy comprehensive inner city school.
- b. high expectations and a sense of endeavors and commitment to success in facing the, sometimes, excessive demands of working in an inner city school.
- c. a willingness and ability to play a positive part in support of the church ethos, aims and structure of the school, as well as help formulate whole school policies.

2. Raising Achievement

- a. a good understanding of, and commitment to, raising achievement through others, when working in an inner city comprehensive school.
- b. the organizational skills required for the successful administration, teaching and pupil support to ensure high outcomes in examinations.
- c. demonstrable success in raising achievement through others.

3. Teaching and Learning :

- a. experience of inter-departmental collaboration and cross curriculum planning.
- b. successful experience of being responsible for a curriculum area and a group of teaching staff, as Head of Department and/or Head of Year or Senior Line Manager.
- c. an awareness of developments in 11-19 education and proven ability to introduce and lead change.
- d. a good knowledge and understanding of assessment procedures and their implementation for the 11-19 range.

4. Pupil Support and Supervision

- a. a good understanding of the principles which underline Records of Achievements and Profiles.
- b. sound experience of positive behaviour management.
- c. demonstrable commitment to broadening pupils' experience.

5. Staff

- a. a track record of good working relationships with colleagues.
- b. high level interpersonal skills, the energy to encourage others and the determination to deliver.

6. Governors work and external relations

- a. a track record of successful wide ranging relationships.
- b. the ability to identify opportunities to improve external liaison.

7. The management of specialist areas could include :

Transferable skills to manage/lead an area of senior management responsibility for example :
KS4 Curriculum,
KS4 Attainment: After school classes, mentors.
Time Table Management,
Management of Examinations,
EiC Co-ordination.