

Assistant Principal Primary Phase Person Specification



WEST LONDON ACADEMY
PROUD TO LEARN



ASSISTANT PRINCIPAL - Primary Phase

PART ONE

The Person

The successful candidate will have had recent significant experience as a Leadership Team member in a primary and/or middle school.

A commitment to realising the potential of an all-through/all-ages educational provision

Qualifications

- A good degree with evidence of further relevant professional development and/or higher degree
- Qualified Teacher Status
- Ability to work across the Foundation - Key Stage 2 age and ability range
- Teaching experience in more than one school with a strong track record of success in teaching and learning

Experience

- Thorough knowledge of the National Curriculum in the Primary Phase
- Substantial experience as a member of the Leadership Team
- Involvement in whole school/site initiatives improvement and budget planning, resulting in higher standards
- Experience of implementing a range of strategies to raise pupil achievement, with evidence of success
- Contribution to Performance Management policy and practice to impact on the quality of teaching and learning
- A track record of success in curriculum leadership and management
- Experience of developing and sustaining positive relationships with parents, staff, pupils and the Governing Body to build consensus support and capacity.
- Proven track record of managing and implementing change in relation to teaching practices, standards, disciplines and pupil behavioural issues in culturally diverse, inner city and urban school settings



PART TWO

Skills, Abilities and Knowledge

- Excellent analytical and interpretive skills
- Ability to set high expectations and foster a culture of high aspirations for both pupils and staff
- Ability to monitor and challenge underperformance and recognise, develop and disseminate best practice
- Good level of numerical competency
- Competent in the use of Excel, SIMS and other MS Office applications
- Experience of a range of software and other data sources to track pupil progress
- Excellent knowledge and ability to use data to monitor and raise achievement
- Excellent knowledge and understanding of the Every Child Matters framework and The Children's Plan and their impact on pupil outcomes
- A clear awareness of school management issues and means of addressing them
- An ability to be a team player, involving people and delegating appropriately
- Uses own network proactively to the betterment of the Academy
- An ability to plan time effectively, manage workload and meet deadlines
- Current and relevant knowledge of best practice in schools management and awareness of current issues within the schools and learning arena
- Strong negotiating and influencing skills
- The ability to think and act strategically

Personal Qualities

- Commitment to an ethos of high standards, personal fulfilment and academic success
- Ability to relate well to a wide range of stakeholders
- Ability to build, communicate and implement vision through motivational leadership; live by your values and empower others to take ideas forward
- Open minded, willing to listen and responsive to advice and support
- An ability to cope under pressure and retain a sense of perspective

