

**Audenshaw School:
Person Specification for Assistant Principal**



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Good honours degree • Qualified teacher status • Evidence of continued commitment to own professional development 	<ul style="list-style-type: none"> • Evidence of further study (MA, MEd etc) • Evidence of leadership training (NPQ, SSAT or other)
Experience	<ul style="list-style-type: none"> • Leadership and management experience • Successful teaching experience across the secondary age range KS3/KS4 • Successful experience of planning for department/year group improvement, with a clear commitment to review and monitoring, including self evaluation strategies at middle leadership level • Successful experience of managing change in an educational situation and an understanding of whole school issues. • Experience of using assessment data to support improvement • Experience of raising standards through leading staff development, as part of leading a team • Ability to use ICT effectively both to support student's learning and to communicate and evaluate data 	
Personal Qualities	<ul style="list-style-type: none"> • Ability to demonstrate sound balanced judgement with decisiveness, flexibility and integrity • Flexible and willing to undertake a range of tasks • Great communicator • The ability to think strategically and analytically • The ability and motivation to constantly improve own practice and knowledge through self-evaluation and learning from others, as part of a team • The ability to support colleagues • Strong organisational skills and ability to meet deadlines • Personal resilience and enthusiasm • An ability to keep things in perspective 	<ul style="list-style-type: none"> • Influence through possessing excellent emotional intelligence • Advocacy for power of education in improving life chances
Knowledge & Understanding	<ul style="list-style-type: none"> • Understanding and successful application of effective techniques and policies for behaviour management • Ability to contribute to strategic planning of department, pastoral and school wide behaviour systems • Ability to set, prioritise and meet challenging targets and deadlines, for students and the school, and to enable others to do this • Ability to motivate, promote good relationships and effectively communicate with all stakeholders inc. external agencies • An excellent understanding of subject area and ambition for what should be achieved for all • The ability to motivate students and communicate effectively with parents • Excellent literacy, numeracy & ICT skills • A commitment to providing a high quality learning experience for all students 	<ul style="list-style-type: none"> • Experience of managing a budget