



**THE NORTON
KNATCHBULL**
SCHOOL

The Norton Knatchbull School

Hythe Road, Ashford, Kent, TN24 0QJ

Headteacher: Mr. B. Greene, BA (Hons), NPQH

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NKS – AHT Head of Sixth Form

Person Specification

Experience

- Team leadership experience across a range of different teams, both academic and support, including large teams
- Excellent classroom teacher and tutor
- Planning, leading and embedding effective change in more than one school including examples of securing improvement in the quality of T&L and improving progress of pupils in specific areas
- Strong student achievement outcomes in A Level examinations – across own classes, department and also through Line Management of other departments
- Evidence of whole school responsibility and strategic improvement planning
- Evidence of experience **or** understanding of effective working with a Governing Body

Knowledge and understanding

- Fully conversant with Ofsted framework and National Performance Measures – particularly with reference to post 16
- Understanding of current educational developments and leadership strategies in particular relating to Teaching, Learning and Assessment and effective intervention and pupil support to secure progress
- Confident in the interpretation and application of data to inform enquiry, planning and action to support school improvement.
- Confident in use of strategies for self-review, monitoring and evaluation of team and individuals.

Leadership and Management skills

- Ability to develop, articulate and communicate ideas, to form and implement strategies for taking the school forward
- Ability to inspire, motivate, involve, support, challenge and develop staff both individually and in teams.
- Ability to manage pupils effectively and gain the support of colleagues, parents and pupils to a course of action
- Delegation, consultation and decisiveness, exercising sound judgement and the ability to be accountable for difficult decisions
- Assessment of teacher effectiveness through QA processes, appraisal and objective setting
- An ability to see the big picture and the wider implications of individual actions
- Ability to operate both within and as leader of a team

Personal Qualities

- A willingness to embrace new ideas
- Ethical leadership qualities
- Approachability and openness including a willingness to listen and empathise
- Self-critical and reflective
- Consistency, drive, energy, enthusiasm and passion
- A belief that all individuals can succeed and commitment to inclusion
- A sense of humour

Benefactorum Recordatio Jucundissima Est

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