

**St Matthew’s C of E Primary School**

**Vice Principal selection criteria**

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|  | **Essential** | **Evidence from** | **Desirable** |
| **Experience** | * Experience of leading on a significant area or phase, including responsibility for raising standards across the whole school;
* experience of leading and/or managing a key area of responsibility within a school;
* a track record of raising educational standards for all in the pursuit of excellence by setting, and working with, performance targets to raise school achievement;
* experience of, and ability to, create a stimulating and safe learning environment;
* experience of planning, preparing and delivering a curriculum that is relevant to the age and ability group/subject that you teach;
* experience of assessing and recording the progress of pupils’ successful learning to inform next steps and to monitor progress;
* experience of involvement with parents / carers, governors and the wider community.
 | **A, I****A, I****A, I, R****A****A****A, I****A, I** | * Experience of working successfully as part of a senior leadership team in a school;
* experience of teaching in a variety of primary schools;
* experience of teaching across the primary Key Stages
* experience of working in a church school and leading assemblies/collective worship
* a working knowledge of the SENCo role.
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| **Qualifications and training** | * Qualified Teacher Status
* degree
* evidence of continuing professional development
* full driving license and own transport.
 | **A****A****A, I****A, I** |  |
| **Knowledge** | * Knowledge and understanding of the National Curriculum and key stages at primary phases and the Early Years Foundation Stage;
* knowledge and practical understanding of ICT and of common tools that can be used to benefit and advance pupils’ learning;
* knowledge of, and a commitment to, equal opportunities and to the use of a variety of strategies and practices to promote and address diverse cultural and equality issues in the classroom;
* knowledge and understanding of data sources and data analysis, both formative and summative.
 | **A, I****A, I****A, I****A, I** | * An understanding of some of the challenges facing schools in disadvantaged areas
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| **Skills** | * Evidence of having led effective creative curriculum planning and development to secure improvement across the whole school;
* evidence of major whole-school responsibilities and experience of turning policy into effective and successful practice;
* a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies;
* ability to lead by example and to motivate others to work effectively as both an individual and a team member;
* articulate and approachable; having excellent communication, interpersonal and listening skills;
* ability to teach using a wide variety of strategies to maximise achievement for all children, including those with special educational needs and high achievers and to meet differing learning styles;
* a skilled communicator with experience and understanding of the communication skills required to teach children and young people and the wider community (verbal, written, using ICT as appropriate);
* a flexible and proactive approach to problem solving.
 | **A, I****A, I, R****A, I, R****A, I, R****I****A, I****A, I, R****A, I** | * Experience of coaching and mentoring individuals to achieve specific outcomes.
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| **Attributes** | * A commitment to involvement in the outside activities pupils, staff, governors and the wider community;
* a commitment to uphold, fully support and further develop the Christian ethos of the school;
* be a team player who is warm and sensitive to children;
* demonstrate personal and professional integrity, including modelling the school’s values and vision;
* capacity for sustained hard work and vigour; creative, proactive, enthusiastic and resilient;
* ability to think on your feet and solve problems;
* a commitment to providing extra-curricular activities and an understanding of their impact upon the school ethos;
* a good sense of humour;
* a willingness to be flexible in a changing environment.
 | **A, I****A, I****A, I, R****I, R****I, R****I, R****A****A, I****A, I** | * Be a full and active member of a church in membership of Churches Together in England and be able to demonstrate their beliefs in relation to a church school.
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**A = Application I = Interview R = Reference**