

Person Specification: Learn-AT Lead Coach

Criteria	Essential	Desirable	Evidence
Qualifications			
<ul style="list-style-type: none"> Graduate 	*		Application Form Certificates
<ul style="list-style-type: none"> Qualified Teacher Status 	*		
<ul style="list-style-type: none"> Leadership qualification 		*	
<ul style="list-style-type: none"> Evidence of expertise in the leadership of continuing professional development and professional learning 		*	
Experience			
<ul style="list-style-type: none"> High quality teaching 	*		Application Form Written Statement Interview Presentation References
<ul style="list-style-type: none"> Experience of successful leadership of school improvement which has had a significant and positive impact of pupil outcomes 	*		
<ul style="list-style-type: none"> Recent experience of Ofsted inspection and understanding of the Ofsted evaluation framework 	*		
<ul style="list-style-type: none"> Experience of developing a culture of high expectations and distributed leadership. 	*		
<ul style="list-style-type: none"> Experience of promoting and developing excellent relationships with colleagues, parents, governors and the wider community. 	*		
Professional Knowledge and Skills			
<ul style="list-style-type: none"> Ability to think and plan strategically and to respond positively and flexibly to change 	*		Application Form Written Statement Interview Presentation References
<ul style="list-style-type: none"> High expectations for the achievement and behaviour of all pupils 	*		
<ul style="list-style-type: none"> High standards of personal professional competence and behaviour 	*		
<ul style="list-style-type: none"> High expectations of the professional competence and behaviour of colleagues 	*		
<ul style="list-style-type: none"> A full understanding of the requirements of the National Curriculum, principled and effective assessment and accountability expectations 	*		
<ul style="list-style-type: none"> A secure understanding of safeguarding policy, procedures and compliance requirements 	*		
<ul style="list-style-type: none"> A secure understanding of the current national education agenda 		*	

Person Specification: Learn-AT Lead Coach

<ul style="list-style-type: none"> The ability to promote and participate in research-informed professional learning, through coaching, mentoring and personal study. 	*		
<ul style="list-style-type: none"> Competence in the use of IT for school leadership purposes. 		*	
<ul style="list-style-type: none"> A sound knowledge of the role of IT in supporting pedagogy and learning across the curriculum. 	*		
<ul style="list-style-type: none"> A secure understanding of and competence in school self-evaluation strategies. 		*	
<ul style="list-style-type: none"> Excellent communication skills – the ability to communicate at all levels and to a variety of audiences. 	*		
<ul style="list-style-type: none"> Ability to motivate and develop all staff. 	*		
<ul style="list-style-type: none"> Understands the importance of a positive, optimistic and professional school culture to securing improvement 	*		
Personal Qualities			
<ul style="list-style-type: none"> Flexible, high energy, confident, positive outlook 	*		Application Form Written Statement Interview Presentation References
<ul style="list-style-type: none"> Enabling, engaging and motivational 	*		
<ul style="list-style-type: none"> Optimistic and aspirational 	*		
<ul style="list-style-type: none"> Determined, resilient 	*		
<ul style="list-style-type: none"> Authenticity and credibility to engage with internal and external stakeholders 	*		
<ul style="list-style-type: none"> Capacity to develop and maintain warm, affirming and positive relationships with all pupils 	*		
<ul style="list-style-type: none"> A commitment to effective professional collaboration 	*		
<ul style="list-style-type: none"> Integrity 	*		
<ul style="list-style-type: none"> Well-organised 	*		
<ul style="list-style-type: none"> A sense of humour 			