

## Person Specification for the position of Principal of Magna Academy Poole

*Assessed by application (A)*

*Assessed by the recruitment process (R)*

Criteria	Essential	Desirable
Qualifications		
Degree or equivalent	A	
Qualified Teacher Status	A	
NPQH		A
Professional Experience		
Experience in an Good or Outstanding School or Academy as Principal or Vice-Principal		AR
Minimum of 3 years experience at Principal or Vice Principal level or equivalent	A	
Evidence of recent strong contribution to raising standards in a secondary school setting	AR	
Experience in the analysis of performance data for the purposes of target setting and evaluation	AR	
Proven experience of developing good working relationships with stakeholders	AR	
Experience of effective behaviour management and a commitment to ensuring that student behaviour is outstanding	AR	
Personal Aptitudes, Qualities and Skills		
Up to date knowledge in curriculum, national policy, pedagogy, classroom management strategies, inspection findings and statutory requirements		R
A thorough understanding of curriculum development		R
Proven ability to plan strategically to deliver a school's vision, ethos, priorities and targets within economic means	AR	
The ability to lead and manage change	AR	

Criteria	Essential	Desirable
High expectations and standards in relation to attitude, uniform, behaviour, respect, productivity, attainment and achievement.	AR	
A high profile role model with a strong visible presence and a professional approach that demands excellence and earns the respect of the entire school and wider community.	AR	
Proven ability to develop highly effective staff teams		AR
Excellent organisational skills	AR	
Well-developed interpersonal, presentation and communication skills	AR	
Clear understanding of what constitutes outstanding teaching and learning	AR	
The ability to monitor and develop staff, evaluate performance, celebrate excellence and challenge poor performance	AR	
Leading an Aspirations Academy		
Display a commitment and support for the aims of the Aspirations Academies Trust in all its Academies	R	
Demonstrate the capacity to engender in each student self-worth, engagement in learning and a sense of purpose	R	
An innovative and creative educational attitude	AR	