

Person Specification for:

**DIRECTOR OF COLLEGE –
(PERFORMANCE & STANDARDS)**

	ESSENTIAL	DESIRABLE
1. Qualifications	1.1 Qualified Teacher Status or Level 5 Diploma in Education & Training	1.1 Additional SEN qualifications 1.2 NPQML / NPQSL 1.3 SLE 1.4 Level 5 Diploma of Teaching in the Lifelong Sector 1.5 PGCE in Further Education or Post-Compulsory Education
2. Experience	2.1 Experience of leading a team 2.2 Successful teaching/tutoring experience within a special needs setting 2.3 Experience of working with learners with a range of type and degree of SEND 2.4 Experience of the delivery of Employability education to provide outcomes for adulthood 2.5 Experience of the Education, Health Care Plan responsibilities and process	2.1 Experience of working with other non-educational agencies in supporting learners with SEND 2.2 Experience as a Lead or Deputy Lead for Safeguarding 2.3 Experience of successful middle leadership related to a SEND provision 2.4 Curriculum leadership in one or more subjects 2.5 Experience of teaching/tutoring in a range of settings – both mainstream and SEN 2.6 Knowledge and experience of Preparation for Adulthood 2.7 Experience of working in Post-16/18 provision 2.8 Experience of managing the delivery of external examinations and accreditations.
3. Professional Development	3.1 Evidence of continuing professional development relating to wider college/school initiatives	3.1 Ability to identify own learning needs and to support others in identifying their learning needs 3.2 Experience of working with other college/education organisations



	<p>3.2 Evidence of CPD relating to SEND and Preparing for Adulthood in particular</p>	<p>3.3 Extended professional development through designated or award bearing courses in leadership and management</p> <p>3.4 Experience of leading/co-ordinating professional development opportunities</p>
4. Leadership	<p>4.1 Ability to inspire and motivate staff, learners, parents and governors</p> <p>4.2 Ability to support and implement policies</p> <p>4.3 Knowledge of what constitutes quality in educational provision, the characteristics of effective educational organisations and strategies for raising the achievement of all learners</p> <p>4.3 Ability to articulate and share a vision of successful SEND education</p> <p>4.4 Evidence of having successfully translated vision into reality at a whole organisation level progress towards these</p>	<p>4.1 Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress towards these</p> <p>4.2 Knowledge of the statutory framework for education, SEND code of practice and other related statutory regulations and legislation</p>
5. Teaching and Learning	<p>5.1 Experience of a range of successful learning and teaching strategies</p> <p>5.2 A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning</p> <p>5.3 Experience of effective monitoring of learning and teaching</p>	<p>5.1 A secure understanding of the requirements of the Preparation for Adulthood curriculum as a whole and to learners' learning and development needs</p> <p>5.2 Knowledge of alternative curricular/vocational opportunities available for learners with SEND.</p> <p>5.3 Experience of working with those responsible for the governance of learning & teaching.</p>

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	5.4 Secure knowledge of statutory requirements relating to the curriculum and assessment	
6. Leading and management of staff	<p>6.1 Experience of working in and leading teams</p> <p>6.2 Ability to delegate work and support colleagues in undertaking responsibilities</p> <p>6.3 Experience of effective budget planning and resource deployment</p>	<p>6.1 Experience of working with governors to enable them to fulfil whole-school responsibilities</p> <p>6.2 Experience of appraisal and supporting the continuing professional development of colleagues</p>
7. Accountability	<p>7.1 Ability to communicate effectively, orally and in writing to a range of audiences</p> <p>7.2 Ability to provide clear information and advice to staff and governors</p> <p>7.3 Secure understanding of strategies for performance measurement & management</p>	7.1 Experience of whole organisation self-evaluation strategies
8. Skills, Qualities and Abilities	<p>8.1 High quality teaching skills</p> <p>8.2 High expectations of learners' learning and attainment</p> <p>8.3 Strong commitment to college improvement and raising achievement for all learners</p> <p>8.4 Ability to build and maintain good relationships</p> <p>8.5 Ability to remain positive and enthusiastic when working under pressure</p>	8.1 A desire to research, analyse and promote current theories of best practice relevant to the students and phase

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	<p>8.6 Ability to organise work, prioritise tasks, make decisions and manage time effectively</p> <p>8.7 Empathy with young people and parents</p> <p>8.8 Ability to reflect on practice</p> <p>8.9 Ability to respond to others with emotional intelligence</p>	
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Creating Tomorrow College is committed to safeguarding, promoting the welfare of all students and expects all staff to share this commitment.