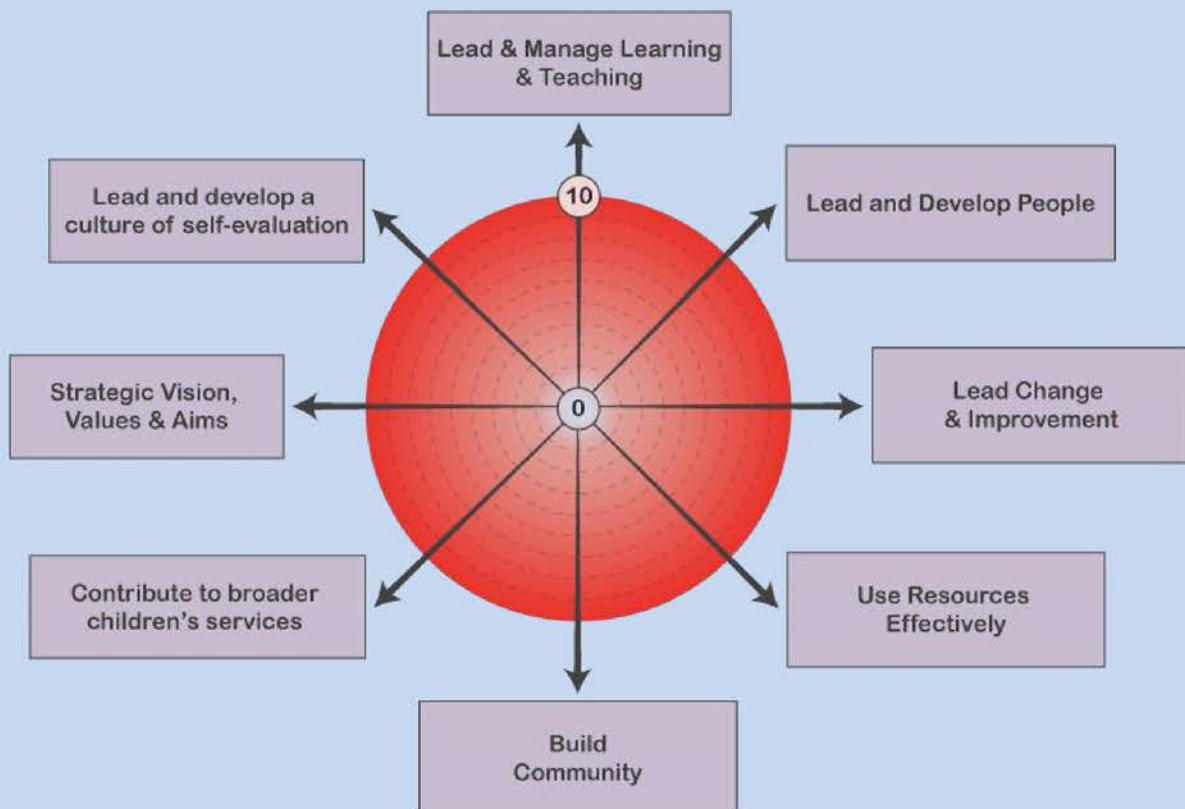


Employee specification: Headteachers

The standards for Leadership and Management: supporting leadership and management development.

1. Professional Values and commitment: In conjunction with COPAC

- Social justice
- Integrity
- Trust and respect
- Professional commitment.



2. Strategic Vision, Professional Knowledge and Understanding and Interpersonal Skills and Abilities

- Strategic Vision
- Professional Knowledge and Understanding
 - i. Teaching and Learning
 - ii. Educational Policy

- iii. Social and environmental trends
- iv. Leadership and management
- Interpersonal skills and Abilities
 - i. Demonstrating self-awareness and inspiring and motivating others
 - ii. Judging wisely and deciding appropriately
 - iii. Communicating effectively
 - iv. Demonstrating political insight

3. The Professional Actions of Headteachers

- i. Establish, sustain and enhance the culture of self-evaluation for school improvement;
- ii. Develop staff capability, capacity and leadership to support the culture and practice of learning;
- iii. Ensure consistent high quality teaching and learning for all learners;
- iv. Build and sustain partnerships with learners, families and relevant partners to meet the identified needs of all learners;
- v. Allocate resources effectively in line with identified strategic and operational priorities.

ACROSS ALL AREAS, HEADTEACHERS CONTRIBUTE TO LEADERSHIP FOR IMPROVEMENT AT SCHOOL AND SYSTEM LEVEL.

Full GTCS registration

Educated to degree level and beyond.

Membership of PVG required

Comprehensive understanding of Current Child Protection Guidelines and GIRFEC

Previous permanent Headteacher experience or

For first time permanent Headteachers:

Achieved or studying for the “Standard of Headship” through the “Into Headship” programme