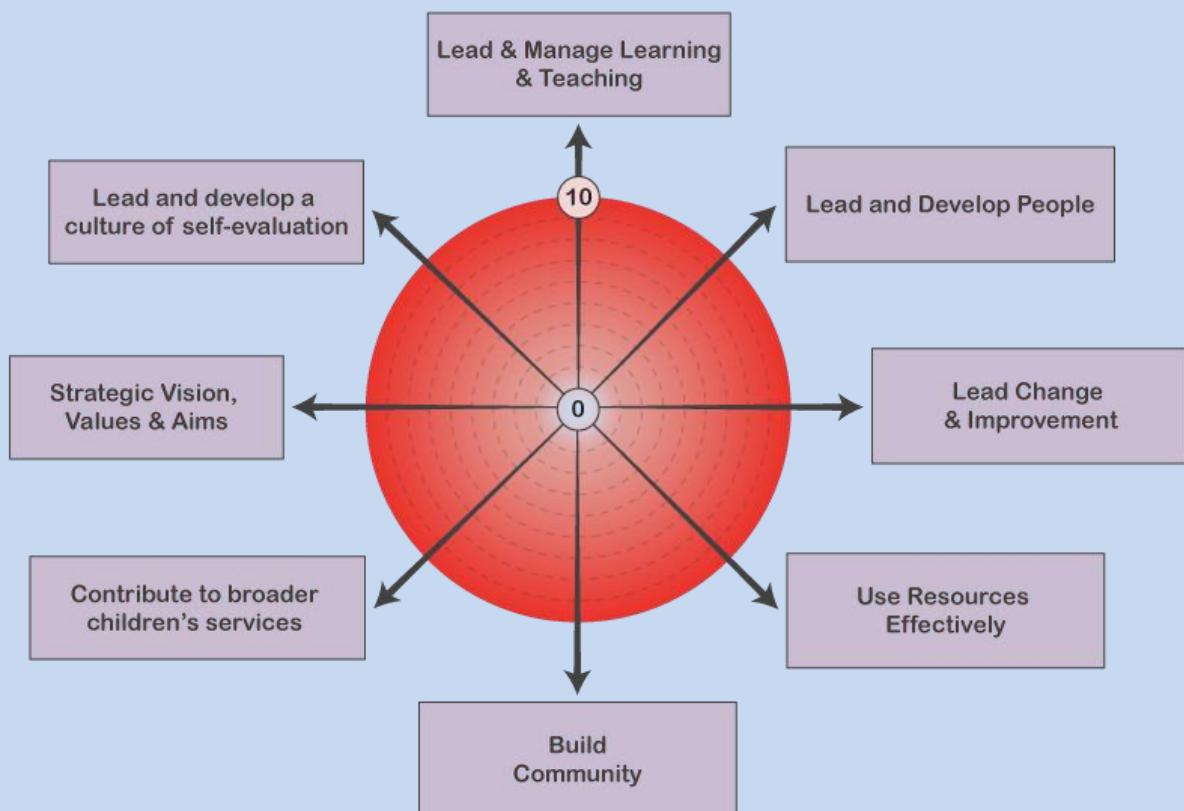


## Employee specification: Headteachers

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**

- Establish, sustain and enhance the culture of self-evaluation for school improvement;
- Develop staff capability, capacity and leadership to support the culture and practice of learning;
- Ensure consistent high quality teaching and learning for all learners;
- Build and sustain partnerships with learners, families and relevant partners to meet the identified needs of all learners;
- 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.**