



Rutherford College

PERSON SPECIFICATION Senior Leadership Team Member

Leadership within the School

- Actively advocate the schools vision, values and goals.
- Promote the high expectations culture for raising student achievement.
- Show enthusiasm and commitment in developing and implementing those visions, values and goals.
- Assist with the development and achievement of the school's strategic plan.
- Be loyal to the school, be loyal to and visibly support the Principal and expect the same in return.
- Actively promote a climate of collegiality.
- Be a strong communicator of ideas and beliefs.
- Have ability to work successfully with other people and specifically to share and promote professional skills and knowledge with them.
- Have a clear understanding of the wider issues of education in a multi-cultural co-educational school environment.
- Make a valuable contribution to the wider life of the school.

Leading Learning

- Demonstrate a thorough understanding of current teaching and learning practices.
- Develop learning partnerships with teachers and students.
- Support the Dean of your Year Level to develop programmes that aid in increasing student achievement.
- Lead professional development/learning.
- Lead change.
- Identify and act upon opportunities for improving teaching and learning.
- Be active in professional networks.
- Reflect on and review own performance.

Build constructive and supportive relationships.

- Keep the school community fully informed on relevant events, deadlines and expectations.
- Be able to liaise with related departments in the school such as Guidance, Transition, Learning support, Head of Departments.
- Value and build on the individual strengths with teachers.
- Actively involve parents and whanau with student achievement.
- Seek fundamental solutions rather than work on the symptoms.
- Front issues and follow through.
- Develop and maintain effective relationships with the wider community.

Possess strong documentation and systems skills

- Have organisational skills to enable efficient management of school wide systems and resources.
- Demonstrate, apply and have clear understanding of the effective management practices.
- Have an awareness of the expectations of internal and external agencies at Senior Leadership level.
- Demonstrate highly effective skills in leading meetings.

SPECIFIC TASKS will be allocated dependent on the successful candidate's individual strength(s), within the current leadership team structure.