

Key: A = application form; L = letter of application; R = references; I = interview

Criteria	Essential	Desirable	Evidence base
<b>Qualifications</b>	Qualified Teacher status	National Professional Qualification for Headship	A
<b>Experience</b>	<p>Experience of working as a senior leader in a special school</p> <p>successful recent experience of teaching primary aged pupils with special education needs and disabilities.</p> <p>Experience of using specialist ICT to effectively enhance pupils' access to the curriculum</p> <p>To use the range of evidence including performance data to support, monitor, evaluate and improve pupils' progress.</p> <p>An awareness of financial planning and budgetary constraints.</p> <p>Has a proven track record of leading successful change in an educational setting.</p>	<p>Have worked with pupils whose special needs are associated with physical disabilities and complex medical needs</p> <p>Experience of teaching pupils using Alternative &amp; Augmented Communications systems</p> <p>Has knowledge and understanding of strategic financial planning and budget management</p>	A R  L
	<p>Knowledge of legislation affecting pupils with SEND</p> <p>Knowledge of curriculum design and differentiation to meet the individual needs of children with SEND</p> <p>Demonstrate a commitment to whole school continual professional development</p>	Experience of working in a multi-disciplinary team	I  L
<b>Leadership Qualities</b>	<p>A clear vision for special education</p> <p>Ability to lead, motivate and support staff and parents</p> <p>Ability to co-ordinate a multidisciplinary team</p> <p>Demonstrate high professional standards and expectations</p>	Undertaken leadership and management professional development	L R I
	<p>Have a clear strategic vision for special educational needs</p> <p>The ability to effectively share your vision and inspire all stakeholders</p> <p>excellent written and oral communication skills</p> <p>Able to work effectively with outside agencies</p>		