

Purpose and person specification

Secondment to Support the Implementation of West Dunbartonshire's Strategy to Raise Attainment and Achievement

Role of seconded staff in raising attainment and achievement

To raise attainment and achievement at all levels with a particular focus on areas of improvement identified through exam analysis

- To raise standards of student attainment and achievement within identified groups and to monitor and support student progress.
- To be accountable for the review of student progress and development within these groups
- To use data to target young people and groups of young people to raise attainment and achievement.
- To develop and enhance the practice of others in using the attainment data available.
- To manage and monitor students within identified groups, in terms of the attendance and behaviour policy.
- To be accountable for leading, managing and developing the monitoring and review of pupil progress within identified groups
- To Improve pupil performance in identified target areas
- To track young people and set targets in order to motivate them to increase levels of attainment, achievement and aspirations
- To develop practical strategies to raise attainment
- To link with the management team and to monitor the implementation and subsequent outcomes of any planned developments to promote the raising of attainment.

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Attainment and Achievement
PERSON SPECIFICATION**

Designation of Post	Middle Manager/Principal Teacher Raising Attainment & Achievement
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Criteria	Essential	Desirable
Qualifications	As required by GTC	Experience Teaching at all stages S1-S6
Subject	Secondary Qualified	Ability to offer additional subject/qualification
Teaching Experience	Related to Scottish Secondary Schools as appropriate with a significant track record of success	Familiarity with and success in all matters of Pupil Attainment and dealing with partner agencies
Relationship with Pupils	Evidence of the ability to stimulate/motivate pupils/inspire their interest/trust/welfare/have excellent discipline/promote SQA success	Strong, regular and ongoing organisation of and Involvement in outside school activities/partnership working to enhance relationships
Management, Communication And Leadership Skills	Evidence of working on own initiative/team building/High order skills in communicating with SMT/staff/parents/pupils. Evidence of decisiveness and strong leadership/evidence of people management skills	Experience of the Delivery of In Service to Dept/whole School/committee work/working parties/groups e.g. In Service Days – involvement with cluster working.
Curriculum Development	Experience of involvement in the significant development of the curriculum and its successful delivery and ensuring increased Attainment & Achievement	To have assisted in the planning of developments whole school issues /days for e.g. Whole Staff, Middle Managers (Curr./P. Care)
Resource Organisation	Ability to employ a range of teaching strategies using the full range of relevant resources – familiar with the use of ICT	Demonstrated skills in the use of all appropriate resources and familiarity with budget submissions

Whole School Factors	Excellent Report(s) from Head Teacher(s) Involved in supporting and promoting Pastoral Issues as well as Curricular success and Whole School issues	Willingness to participate in extra curricular activities. Assist after School day as required
Commitment to Current Policies	Experience and strong understanding of all Developments in the Attainment & Achievement Agenda and its ongoing development. Also understanding of and a Contributor to Curricular Developments	Full understanding with the National Priorities, Council targets/policies and plans