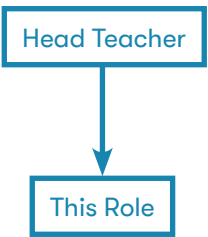


Principal Teacher

Identifying facts	
Service Sector	Education Provision
Organisational Relationships:	 <pre> graph TD HT[Head Teacher] --> TR[This Role] </pre>
Qualification Requirement:	Full registration with General Teacher Council for Scotland (GTCS). A Teaching Degree/Diploma. An additional qualification in ASN would be desirable.

JOB PURPOSE

- To support and enhance the delivery of high quality education for children and young people with complex additional support needs. Assist the Head Teacher in the day-to-day leadership and management of the school, monitoring and evaluating all aspects of learning and teaching, together with a mentoring/support role. Contribute to the management, leadership and delivery of the School Improvement plan.

MAIN ACCOUNTABILITIES

- Support the Headteacher/Leadership Team in sharing the vision, ethos and aims of the school, to inspire and motivate learners, staff and all members of the learning community and its partners to set high expectations for every learner.
- Contribute to the management and delivery of quality teaching and learning for children and young people with complex additional support needs in the school.
- Ensure that teaching and learning throughout the school reflects the national curriculum and is in line with individual plans and identified outcomes.
- Work with the team to systematically gather and use assessment feedback and learner's progress data to evaluate and plan future learning.
- Support the Head Teacher in providing leadership and management to the teaching and non-teaching staff, actively promoting collegiate working across the school. Work with others to establish, sustain and enhance a culture of learning and a positive ethos in collaboration with the whole school community to ensure that every learner achieves their potential.
- Promote an inclusive community that values diversity and challenges discrimination.

- Support others to take on leadership roles and engage in regular and rigorous self-evaluation, individually and collectively.
- Work in partnership with the Headteacher, staff, learners, parents and partners in the wider school community to implement and monitor the progress of school developments, focused on improving outcomes for all learners in the school community that are based on a critical knowledge and understanding of contemporary educational policy, development and research.
- Support the Headteacher in setting and communicating clearly, high expectations of the quality of teaching and assessment at all stages in the school.
- Lead and work with teams to design a coherent and progressive programme and establish and develop pedagogic practices to meet the learning and pastoral needs of all learners.
- Support a culture of professional learning, including engaging in career-long professional learning as a 'leading learner', encouraging others to engage in career-long learning to enhance their practice and consistent use of PRD processes.
- Promote ambition and set high expectations of professional learning for the team and ensure opportunities which deliver this.
- Work with the Headteacher/Leadership team to making best strategic and operational use of available resources to create, maintain and enhance an appropriate learning environment for effective teaching and learning and to support improvement.
- Contribute to the formation and implementation of strategic improvement plans.
- Support the health, safety and well-being of learners.
- Be involved in the recruitment staff, ensuring they are of the highest quality and have values that align with Capability Scotland and the school. Thereafter contribute to the review, development and management of staff performance through appraisal. To provide direct teaching input to the school.
- Through personal leadership, management and monitoring, ensure that Capability Scotland's values are adhered to at all times throughout service.
- Develop and maintain effective working relationships with all relevant regulatory and statutory authorities, parents and funders to ensure expectations are consistently met.
- To carry out any other duties and comply with all reasonable instructions as directed by the Head Teacher.
- Deputise in the absence of the Head Teacher

LEVEL OF AUTONOMY AND DECISION-MAKING

- The Principal Teacher is responsible to the Head Teacher. They will support the Head Teacher in the day-to-day management and leadership of the school. The Principal Teacher will deputise in the absence of the Head Teacher.

KNOWLEDGE AND SKILLS REQUIRED

- Full registration with General Teacher Council for Scotland (GTCS).
- Proven track record of leading learning and teaching in a special education setting.
- Degree level education and appropriate professional qualification. A post graduate qualification in ASN would be desirable.
- Knowledge of the Curriculum for Excellence and the GIRFEC framework with proven ability to deliver an appropriate curriculum for children and young people with complex additional support needs.
- Experience of monitoring and evaluating the quality of teaching and learning centred around the needs of individual pupils using the wellbeing indicators.
- Proven track record of working effectively with parents, staff and pupils and in a multi-disciplinary team to deliver pupil-centred outcomes.
- Good leadership and management skills and clear commitment to CPD and performance management.
- Effective communication and influencing skills.
- Effective team working to achieve objectives within an integrated services model.
- Competent in the use of IT.

APPLICABLE FOR ALL ROLES

To undertake any other duties related to the responsibilities of the post and which may be delegated by Capability Scotland management.