



PRINCIPAL TEACHER PRIMARY



Living, Learning, Working in Falkirk

“The Standard for Middle Leadership recognises that effective leadership depends on the principles of collegiality and that all teachers should have opportunities to be leaders, who lead learning for, and with, all learners. Middle leaders work with, and support the development of, colleagues and other partners. The Standard for Middle Leadership includes a focus on leadership of and for learning, teacher leadership, and working collegially to build leadership capacity in others. Leaders at all levels should actively embrace a robust, demonstrable approach to Learning for Sustainability. This is enabled by teachers planning for Learning for Sustainability across the curriculum, their professional learning both individually and collaboratively.”

The General Teaching Council for Scotland, Standard for Middle Leadership, 2021

Job Description:

Principal Teacher

We are looking for a Principal Teacher who:

- is committed to the highest standards and expectations in all aspects of school life;
- has an excellent pedagogical knowledge of learning and teaching and a depth of exemplary teaching experience including relevant experience across the primary curriculum
- is committed to continuous improvement;
- can work effectively with a wide range of stakeholders to bring about improvement; and
- can motivate, guide and lead others, exercising good judgement regarding the management of both change and continuity

The person appointed will demonstrate leadership skills and qualities which will: enable staff to work effectively; learners to achieve their full potential; and the school and nursery to play an active part in community life.





Accountabilities

The accountabilities related to this role are as follows:

1. develop, share and promote the school's vision with staff, pupils, parents and the wider community.
2. develop coherent approaches to professional learning which build and sustain teachers' practice by supporting:
 - opportunities that lead to distributed leadership;
 - collaborative working practices; and
 - sharing of effective practice.
3. contribute to leadership for improvement:
 - providing clear direction when working with others;
 - supporting and developing the school's culture of improvement; and
 - ensuring school policies and procedures are being implemented consistently.
4. demonstrate professional knowledge and understanding by:
 - critically engaging with literature, research and policy;
 - contributing to local and national developments; and
 - acting as representatives of the authority.
5. develop a range of strategies for individual and collective self-evaluation, which contribute to the school's improvement.
6. lead and work collaboratively to enhance teaching which leads to high quality learning by
 - demonstrating and supporting sound teaching practices;
 - monitoring and tracking pupils' progress;
 - managing additional support for learning needs;
 - quality assuring effective behaviour strategies; and
 - regularly communicating with and reporting to parents.
7. build and sustain partnerships with colleagues, learners, parents and other stakeholders to support:
 - team commitment and loyalty;
 - an ethos of mutual respect, support and challenge that is based on a coaching/mentoring approach;
 - effective practice in gathering views and sharing information with parents;
 - the provision of pastoral care for staff and pupils; and
 - effective communication.

8. manage allocated resources proactively and effectively to meet learning and development priorities

9. the post holder will be managed by a Depute Head Teacher and be accountable to the Head Teacher in accordance with the priorities and policies of the school and Falkirk Council Education Services.

Demands

Successful applicants will:

- hold an appropriate primary qualification and have a depth of exemplary teaching experience
- be **fully registered** with the GTCS
- be able to demonstrate that they possess the commitment, knowledge and skills outlined in the Standard for Full Registration (benchmark Standard)

This job requires contact with vulnerable groups therefore you will require to gain/maintain PVG Scheme membership.

For denominational posts only: all applicants require to have the approval of the Roman Catholic Church.

Application Process

You will hold an appropriate primary qualification and will have relevant leadership experience. You will be able to demonstrate that you possess the values, knowledge & understanding, and skills outlined in the GTCS Standard for Middle Leadership. [The Standard for Middle Leadership \(gtcs.org.uk\)](https://www.gtcs.org.uk)

You are encouraged to be explicit in detailing your skills, experience and attributes that you can bring to this specific post.





Person Specification - Post: Principal Teacher (Primary)	
	Essential Qualifications
1	GTCS Registration
2	Relevant Primary Qualification
3	Maintain PVG Scheme Membership
	Essential Training/ Experience
4	Relevant experience at middle management level
5	Relevant experience of the deployment of resources, including people
6	Evidence of leading collaborative practice to enhance teaching which leads to high quality learning
7	Evidence of continuing commitment to personal professional development
8	Evidence of appropriate involvement in school development planning
9	Evidence of leadership development e.g. Post Grad. Certificate/Diplomas/CPD
	Desirable Training/ Experience
10	Evidence of leading professional learning at school, council or national level
11	Evidence of involvement in developing major initiatives at school, local or national level
12	Evidence of leading and managing change
13	Evidence of building effective teams
14	Evidence of leading professional learning at school level
	Essential Skills
15	Evidence of the ability to lead others
16	Evidence of effective interpersonal skills to support positive working relationships
17	Evidence of effective communication through a variety of media
18	Evidence of developing appropriate relationships with the parent community
19	Evidence of the ability to develop good working relationships with colleagues either in school and/or with other agencies
20	Evidence of regular review and improvement in their professional practice
	Essential Personal Qualities
21	Adapts and works effectively in a variety of situations - flexible
22	Understands formal and informal structures, uses this to produce best response - organisationally aware
23	Understands and works with others to make an impact
24	Sets priorities on a rational basis – analytical thinker
25	Spots key issues in complex situations- conceptual thinker
26	Believes in own capability to accomplish a task – self confident
27	Acts in a way that is consistent with stated values - has integrity
	Essential Criteria
28	Maintain PVG Scheme membership
	Desirable Criteria
29	Gaelic language skills

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FALKIRK COUNCIL

