



ROLE OVERVIEW

TITLE	Deputy Principal of Primary		
TIME ALLOWANCE	0.8 FTE (plus a teaching load of 0.2 FTE)		
COMMENCEMENT DATE	January 2025	TENURE	3 years
REPORTS TO	Principal and College Deputy Principal		
SALARY	CCM Senior Leadership salary will be set commensurate with applicant’s experience and qualifications		

GENERAL EXPECTATIONS

Hope Christian College teaching staff are employed under the terms and conditions specified in the Hope Christian College Enterprise Agreement 2024, as amended from time to time.

Staff will demonstrate a willingness to actively support the Christian aims of the College, demonstrate a strong commitment to the ethos of Christian education and be familiar with College policy, rules and expectations.

POSITION SUMMARY

The Deputy Principal of Primary role is a senior leadership position within Hope Christian College and is responsible for:

- Management and leadership of staff within the Primary School
- Strategic Planning in collaboration with the members of the College Executive Leadership Team
- Curriculum, teaching and learning oversight for the Primary years
- Educational leadership in collaboration with the Director of Studies and the Deputy Principal/Heads of School (Secondary)
- Recruitment and staffing in collaboration with the Principal in the Primary School years
- Pastoral Care of staff (Primary) including the Staff Induction and Appraisal process
- Work with the College Leadership Teams to develop a college-wide Coaching and Professional Learning Plan Strategy for teachers
- Assist with the oversight of the student Pastoral Care program in collaboration with Classroom teachers
- Assist with the oversight of student wellbeing and behaviour education processes
- In collaboration with the Head of Junior School and the Wellbeing Team, address and manage student wellbeing issues within the Primary years
- End of Year Junior School Presentation Events (in collaboration with the Head of Junior School)
- Parent and community relations and communications
- Teaching and other duties as negotiated (teaching load up to 0.2FTE)

REPORTING/WORKING RELATIONSHIPS

- Principal, Deputy Principal of Secondary, Head of Junior School, Well Being Director and Learning Support Coordinator
- Members of the College Executive Leadership Team
- Relevant teaching staff

LINE MANAGEMENT RESPONSIBILITIES

- Primary School teaching staff
- Primary School specialist teachers
- Primary School aligned Administration and Support Staff

DUTIES & RESPONSIBILITIES

College Leadership

- Represent the College in a professional manner at all times in line with the vision, mission and values of the College
- Deputise for the Principal and or College Deputy Principal as and when required
- Build and maintain positive and professional relationships with colleagues, students, parents and the wider community
- Participate fully in the life of the College
- Act as line manager for Primary School teaching staff
- Act as line manager for Head of Junior School and Year Level Coordinators
- Work collaboratively with the College Principal, Well Being Director, and Learning Support Coordinator
- Engage with stakeholders to provide excellent leadership in collaboration with the College Leadership Teams
- Work in collaboration with the College Executive Leadership Team to develop the College Strategic Plan
- Analyse and evaluate the impact and effectiveness of the College in relation to the current Strategic Plan
- In collaboration with the Primary School Leadership Team, support teachers with the development of their APLP (Annual Professional Learning Plan)

- In collaboration with the College Executive Leadership Team identify and plan for whole of College professional learning programs
- Involvement in organising staff related events as required
- In collaboration with the HR Manager oversee child protection procedures and policies

Primary School Leadership

- Engage with staff and leadership to ensure the wellbeing of staff is managed in line with College policies and procedures
- Conduct new teaching staff inductions and ensure staff are aware of College policies and procedures
- Program and lead Primary School staff in Primary and sub-school staff meetings
- Oversight of the Primary School calendar, liaising with other staff, approving excursions and camps, coordinating parent/teacher interview evenings, Graduation, etc.
- Oversee the teaching and learning budget for the Primary School
- Oversee student stationery lists for Primary School classes to ensure all students are provided with adequate stationery supplies
- Provide guidance for staff to identify and pursue professional learning needs in line with their Professional Learning Plan
- Involvement in organising staff related events as required

Teaching and Learning

- Engage with staff to ensure learning needs, requirements and processes of the College are followed
- Take a lead role in the direction of curriculum by engaging with the College Leadership Teams and sub-school teaching staff
- Ensure the College is meeting the requirements of the Australian Curriculum
- Ensure that curriculum documentation reflects the pedagogical focus of the College
- Working collaboratively with the College Leadership Teams in the development of teaching pedagogy
- In collaboration with the College Leadership Teams participate and actively engage in curriculum development and implementation, to help ensure continuity and appropriateness from one year level and one sub-school to the next

Staff Coaching and Mentoring

- Support teacher development through facilitating professional and reflective conversations
- Engage teachers in collaborative preparation and planning
- Demonstrate high level, classroom teaching skills; knowledge of curriculum and pedagogy and; coaching and leadership skills.
- Work closely with the College Leadership team to build staff capacity around highly effective student learning and pedagogy, and the College's Strategic Plan.
- Assist staff in the use of data to inform teaching practice, developing plans for differentiated instruction and developing effective pedagogy with the aim of improving student engagement and learning outcomes
- Help teachers engage in the culture of the College and its community
- Undertake some modelling, scaffolding and coaching where necessary
- Provide written and/or oral feedback on teaching practice
- Provide written and/or oral feedback on teacher's documentation (including but not limited to; overviews, weekly program, unit and lesson plans) affirming they are in line with College expectations

Student Wellbeing

- Engage with students, staff and parents to ensure the wellbeing of students is supported in line with College policies and procedures
- Engage with the Learning Support Coordinator and Well Being Team in the management of student wellbeing issues
- Liaise with all stakeholders to facilitate positive outcomes for students

Student Behaviour Education and Classroom Management

- Engage with students and staff to ensure that student behaviour is managed in line with the student behaviour education and classroom management policies and procedures of the College
- Collaborate with parents in regard to student behaviour issues and school attendance matters
- Provide assistance, support and encouragement in daily classroom management issues for class teachers

Communication

- Ensure all staff, parent and student official correspondence and publications are sent out appropriately in a timely, informative and professional manner
- Ensure adequate and thorough record keeping of correspondence and interactions with enrolled families

The College Executive Leadership Team have a collective responsibility for student learning and wellbeing, and will;

- Facilitate excellent student learning using a variety of methodologies
- Foster an atmosphere that is conducive to learning
- Liaise with all stakeholders in regard to the progress of students

Other duties

- Undertake other duties or projects as directed by the Principal, which are within ability, skill level and competence

EDUCATION & TRAINING

- Qualified teacher holding current registration or eligibility for registration with the Teachers Registration Board of SA (including a current WWCC and RRHAN-EC certification)
- Current First Aid Certificate
- Current driver's license

SKILLS & ABILITIES

- Excellent interpersonal and communication skills to successfully engage a range of stakeholders including but not limited to students, staff and parents
- The ability to work as a member of a team in a manner that fosters the support, cooperation and collaboration of team members

- Ability to establish and maintain effective relationships with students and parents
- Ability to handle potentially sensitive issues and maintain confidentiality at all times
- Ability to relate to and guide students in behavioural and disciplinary issues based on Christian principles and within the College's ethos
- Develop and implement policies in regard to student behaviour education and classroom management

PERSONAL ATTRIBUTES

- An ongoing commitment to the Lord Jesus Christ as Lord and Saviour, consistent with the *College Vision & Purpose (CCM Statement of Faith)*
- A mature faith and active involvement in a local Christian church
- A demonstrated lifestyle as detailed in the CCM enterprise agreement, that is founded on Biblical Christian principles
- A life that demonstrates the indwelling of the Holy Spirit
- A Christian with a strong commitment to Christian education and a determination to serve God in a Christian school community
- Collegiate and trustworthy, developing positive relationships with staff

EXPERIENCE & KNOWLEDGE

- Proven experience as a classroom teacher
- Demonstrated experience in a team leadership role
- Demonstrated teaching experience together with additional leadership responsibilities
- Some knowledge of general management issues in relation to a Christian college
- Knowledge of the Australian Curriculum
- Knowledge of student related issues and accepted management protocols
- Knowledge of the AITSL Professional Standards for Teachers
- Knowledge of WHS requirements

DESIRABLE CHARACTERISTICS

Qualifications

- Post graduate qualifications in a related field or theological qualifications will be highly regarded

Skills and Abilities

- Outstanding organisation and interpersonal skills
- Competent use of Microsoft Suite of applications

Personal Attributes

- Involvement in a leadership role in your local church

Experience

- Previous experience in a similar role in a Christian school

SPECIAL CONDITIONS

- Some out of hours work will be required

WORK HEALTH & SAFETY RESPONSIBILITIES – INCLUDE:

- ensuring, as far as is reasonably practicable, that work/study/classroom areas under your control are without risk to health and safety of occupants
- knowledge of and compliance with the College's WHS policies and procedures
- compliance with all safe work practices, ensuring reasonable care of your own health and safety and that of other staff, students and visitors
- participation in relevant training and induction sessions as required by the College
- reporting all incidents and/or potential hazards to the Business Manager and Grounds & Maintenance staff as soon as possible

DECLARATION:

I have read and understand the requirements of this position and accept its responsibilities. I will carry out these responsibilities to the best of my ability and understand I must meet required performance standards. I also understand the position description for my role through necessity, will be updated from time to time.

Authorised by (Principal): _____ Signature: _____ Date: _____

Accepted by (Employee): _____ Signature: _____ Date: _____