

College Pedagogy and Staff Development Leader

Position Description

Position Level

Leading Teacher

1 Position

College Pedagogy and Staff Development Leader

Selection Criteria

KSC1 Demonstrated outstanding classroom teaching skills and the capacity to support colleagues to continually improve teaching and learning.

KSC2 Demonstrated high level ability to monitor and assess student learning data at the individual, cohort and whole school level and to use this data to inform teaching for improved learning.

KSC3 Demonstrated commitment and capacity to actively contribute to and lead whole school improvement initiatives, manage major curriculum or student activities and a commitment to ongoing professional learning for self and others to enable further development of skills, expertise and teaching capacity.

Introduction

This Leader will have major responsibilities across all areas of the College for the ongoing improvement and transformation of Teaching and Learning. The focus of this position will be on the improvement of the learning program through embedding our whole school instructional model and providing a teaching and learning coaching environment within the College.

It is expected that the Leading Teacher performing this role will:

- Provide high level educational leadership in the school community and beyond.
- Provide significant presence as a member of the School's Leadership Team.
- Support the Administration of the College and all other leaders and staff of the College in ensuring all school policies are implemented.
- Build and maintain collaborative teams and develop cooperative working relationships that produce excellence in teaching and learning.
- Demonstrate exemplary classroom teaching skills and successfully employ a range of suitable approaches that assist students to reach their full potential.

- Provide high level professional assistance to other teachers and to participate in, actively promoting and supporting the College Performance and Development Process; including opening your classroom to other teachers, carrying out observations and walkthroughs and providing critical and constructive feedback.
- Actively contribute to and support a broad range of extra-curricular activities including: EXPLORE Evening, Parent Information Evenings, Pastoral Care Programs, College celebrations and other events.
- Demonstrate high level communication skills and professional behaviour when interacting with parents, students, colleagues and community.
- Show a strong commitment to developing their own ICT skills and actively use and encourage the use of ICT by others within the classroom.
- Actively contribute to the implementation of the Strategic Plan, Annual Implementation Plan, along with a broad range of other activities.
- Adopt a flexible attitude to the Leadership position description and complete other duties as required by the College Principal.

Build school capacity and learning culture

- Lead the College Instructional model. Ensure that all teaching staff are experts at this model for classroom instruction.
- Liaise with other school leaders to coordinate implementation strategies in response to learning data.
- Investigate best practice in like schools and other high performing schools and draw on the knowledge and support of experts.
- Investigate and implement further strategies to incorporate Learning Technologies in the College Teaching and Learning Programs.
- Have an active responsibility towards the organisation and delivery of professional learning as part of the College Professional Learning Plan.
- Organise and implement appropriate working or team groups (as required) to support the capacity development of staff.
- Actively promote and continue to embed our school culture of positive psychology.
- Lead our College peer observation process.

Building teacher capacity

- Work with all teachers in Year 7 to 12 to develop and implement a Teaching and Learning Policy to ensure consistency and focus on improving the use of the College instructional model and practices.

- Take responsibility for the planning, organisation and delivery of professional development pertaining to college Teaching and Learning Policy.
- Lead the ongoing development of teacher practice, school wide pedagogies and instructional models.
- Work with the Teaching and Learning Leaders to oversee the collection of student performance data including NAPLAN, school based literacy and numeracy tests and any other diagnostic data and ensure that staff analyse this data and use it effectively to inform their practice.
- Work with the PLC Instructional Leaders to continue to enhance teacher capacity and improve student outcomes.
- Develop networks and ensure that all staff are part of a high performing network with the intention of improving staff capacity.
- Providing professional learning to staff that improves the knowledge, understanding and use of current pedagogy and NMR initiatives.
- Identifying high level practitioners within the College and ensuring that effective skills, strategies and practice are shared and spread.
- Manage the VIT probation process.

Building Parent and Community Capacity

- Work very closely with members of the leadership team and the College community in promoting continual improvement of teaching practice across the school.
- Work with staff to communicate with families on positive achievements.