



MISSION STATEMENT

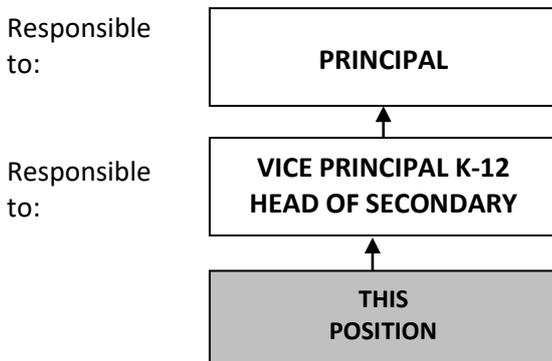
In the spirit of John XXIII, Mary Ward and Ignatius Loyola, our College seeks to be people of competence, conscience and compassion who are committed to God and the service of others.

ROLE DESCRIPTION

1. POSITION IDENTIFICATION

SECTION :	Teaching
POSITION :	Director of Teacher Professional Growth
AWARD :	John XXIII College Council Teaching Staff Enterprise Bargaining 2105

2. POSITION RELATIONSHIPS



3. POSITION OBJECTIVE

The role of Director of Teacher Professional Growth is a new position for 2020. It requires a person who is an instructional leader and original thinker and who can work collaboratively with teachers and inspire change when required.

It reflects the College’s quest to develop its teachers as instructional leaders who use high impact teaching strategies to enhance the academic outcomes of all students.

Our Strategic Plan identifies the goal ‘to attract and retain staff of the highest calibre and further develop their capability’. This new position has been created to work alongside staff to develop individual growth plans for their professional development and capacity to be a high impact teacher.

The person will co-develop with staff a high impact teaching charter that builds upon existing evidence, knowledge and research on teaching and learning. The role will initially research ‘best practice’ in other settings with the objective of establishing a John XXIII Framework.

4. PRINCIPAL RESPONSIBILITIES

Shared Responsibilities

In the spirit of John XXIII, Mary Ward and Ignatius of Loyola we seek to be people of competence, conscience and compassion committed to God and the service of others. This frames the aspirations for the formation of the whole person at John XXIII College.

- Promote the Catholic and Ignatian nature of the College.
- Ensure the staff and students are educated and pastorally cared for within the Catholic tradition.
- Attend and support College events and functions.



Leadership

Professional Learning and Growth

- Lead the College's instructional journey to further develop high performing teaching staff.
- Develop individual strategic roadmaps of professional development for all teachers in meeting the demands of high performing teacher practices adopted in the College's Vision for Learning.
- Identify the professional development needs of the teaching staff through achievement data, student feedback, community input and staff consultation and where appropriate direct the resources to support the School Strategic Plan.
- Provide solutions to the capacity building of staff in their individual strategic roadmaps.

Staff Leadership and Growth

- Foster positive working relationships across the College; particularly encouraging, coaching and supporting academic staff to be innovative, reflective and pursuing best practice in learning and teaching through observation, instructional leadership and feedback.
- Foster and support the development of all academic staff outlined on the AITSL Continuum of Practice, and the requirements for Catholic Education Accreditation and Teacher Registration (TRBWA).

5. SELECTION CRITERIA

Qualifications

- Tertiary level qualifications in education.
- Completion, or working towards completion, Master qualifications (desirable).
- Meet all compliance requirements as an educator in Western Australia.

Experience

- Leadership experience in an educational environment with a learning and teaching focus.
- Proven track record of working collaboratively as part of a team.
- Capacity to provide strong leadership in an environment where personal and professional excellence is promoted.
- Experience leading and coaching staff with a range of skill sets to improve teaching practice.
- Demonstrated understanding of research processes and leadership of educational initiatives.

Personal Attributes

- Be an original thinker who has the tenacity to pursue solutions to complex education problems.
- Be open minded and have the capacity to connect with others through story and evidence.
- A good listener and articulate communicator who engenders mutual respect and builds commitment to research and innovation.
- Models optimism and has a growth mindset.
- Fully supportive of John XXII College's Catholic ethos and Ignatian tradition.

6. SUCCESS CRITERIA

- Supportive of the Catholic ethos of the College and its Ignatian tradition.
- Demonstrated ability to support, model and advance the vision, mission and strategic goals of the College.
- Leadership of effective, policy, guidelines and processes to support and enhance the professional practice and growth of staff.
- Demonstrated ability to foster positive relationships with staff and be able to engage with and coach staff in their professional practice and growth.
- .

7. CONDITIONS

Remuneration and allowance will reflect the senior nature of the position:

- Permanent appointment to staff.
- 8 year tenure in the leadership position.
- Approximately a 0.5FTE teaching load.