

HEAD OF TEACHING AND LEARNING - PRIMARY

POSITION DESCRIPTION



Reporting to:	Assistant Principal - Primary
Teaching:	Ongoing
Employment fraction:	Fulltime
Teaching fraction:	0.5 FTE
Leadership time release:	0.5 FTE and Homeroom (or equivalent)
Leadership tenure:	Four years
Leadership salary:	Category 6
Last modified:	August 2023

Position Context

Hume Anglican Grammar is an independent, multi-campus, co-educational and Anglican Diocesan School offering education from Prep to Year 12 in the Northern growth corridor of Melbourne. We aim to provide our students with an education that prepares them for the challenges of life, equips them to contribute to the community in an environment based on Christian values and at a cost affordable to as many families as possible. It is our fundamental belief that young people who are genuinely happy will engage, aspire and thrive within our learning community. By establishing high standards in all that we do, every student is encouraged and supported to discover and fulfil their unique potential.

Hume Anglican Grammar has an open enrolment policy so educates children from many faiths and with a diverse range of backgrounds and abilities. It has a strong sense of inclusivity and a community-minded focus. We are a progressive school, not just in the development of buildings and grounds, but also in innovative thinking and advancements in our approach to teaching and learning. This is led by a group of dedicated and expert teachers who practise their craft with skill, and by building the strongest of relationships with our students. It is not by chance that we have young people who readily display warmth, humour and respect for one another and their teachers.

Since 2011, the School has occupied the Mt Ridley P-12 campus of 10 hectares, this site will ultimately have some 1,400 students. In 2019, it opened an 8-hectare second campus in Donnybrook. Commencing with junior primary, each year additional classes and year levels are added so the campus will ultimately have an enrolment of 1,600 from Prep to Year 12. At Donnybrook, the first cohort of Year 7 have commenced, so inaugural secondary students.

In 2023, the School opened its third campus in Kalkallo, as a Primary (P-6) school and as feeder to the Mt Ridley and Donnybrook Secondary schools, it will follow a similar growth pattern to Donnybrook with eventually some 600 students.

This year, the school has 2,287 students and employs some 240 staff - 163 teaching and 77 non-teaching. Currently, the student enrolment at each campus is: Mt Ridley 1,400, Donnybrook 672 & Kalkallo 215.

The school is on a growth trajectory and in 2024 is projected to increase to 2,573 students (Mt Ridley 1,400, Donnybrook 840 & Kalkallo 305) and ultimately have some 3,600 students (Mt Ridley 1,400, Donnybrook 1,600 and Kalkallo 600) with a corresponding cohort of teaching and general staff on its three campuses with plans for further expansion.

Purpose of the Position

The Head of Teaching and Learning - Primary is responsible for implementing the School's Vision for Teaching and Learning, and its realisation of creating a learning culture within the Primary school. They

drive the scope and sequence of the academic program, provide expert advice to teachers, and play a key role in delivering a relevant, progressive, and effective teaching program.

With knowledge of contemporary curriculum, teaching and learning practices, the Head of Teaching and Learning - Primary is responsible for creating a stimulating and challenging learning environment, raising student achievement, improving quality teaching and learning, and promoting the School's philosophy, policies and procedures.

The Head of Teaching and Learning - Primary is recognised and highly respected by colleagues, parents, and community members as an exemplary teacher and leader. They have demonstrated consistent and innovative teaching practice and the ability to initiate and lead activities that focus on improving educational opportunities and outcomes for all students.

They foster a culture of teaching and learning to develop independent and flexible thinkers. They are skilled in mentoring teachers, using activities that develop knowledge, practice and professional engagement in others. They promote and nurture creative, innovative thinking among colleagues.

Using current knowledge of curriculum development and contemporary pedagogy, the Head of Teaching and Learning - Primary adopts an evidenced-based approach to decision-making, derived from, and informed by, benchmarked objective data.

The Head of Teaching and Learning - Primary supports and assists the Director of Teaching and Learning and the Coordinator of Learning Enhancement – Primary in the implementation and delivery of additional support for students to foster their development.

Hume Anglican Grammar is committed to child safety. The Head of Teaching and Learning - Primary supports and promotes the School's child safety culture. Under the direction of the Deputy Principal, they support strategies to embed a culture of child safety, monitor performance of individuals in their charge, and periodically reviews the effectiveness of the strategies employed.

Hume Anglican Grammar has four Heads of Teaching and Learning, one for each of the Primary schools, (Donnybrook/Kalkallo/Mt Ridley), and one in the Secondary school at Mt Ridley. Each operates in the closest of relationships with each other, ensuring a coherent and consistent approach to the creation of a culture of learning, and sharing the commitment to ensure that the art and science of teaching are placed at the forefront of the pedagogical framework across the School.

The Head of Teaching and Learning - Primary reports to the Assistant Principal - Primary and is overseen by the Director of Teaching and Learning in respect to the strategic development and enactment of the Vision for Teaching and Learning across the School. The Head of Teaching and Learning - Primary is the second-in-charge in the Primary school and has overall responsibility in the absence of the Assistant Principal - Primary.

The Head of Teaching and Learning – Primary has the Heads of Curriculum P-2 and 3-6, and Subject Coordinators as their direct reports and an Academic Officer to support and assist them in their administrative duties.

Nature of the Position

It is inherent within the role and incorporated into the leadership time release, that the Head of Teaching and Learning - Primary will operate outside the regular school hours to attend and manage meetings, activities, and events. Hence, they will be required to work before and after school, during term breaks and on weekends, as required.

Head of Teaching and Learning - Primary (Kalkallo)

This role has responsibility for the curriculum management for an emerging Primary school at Kalkallo; therefore, for the first three years it has an evolving level of responsibility with commensurate leadership allowance. In its fourth year it will receive the allocation as described on page 1. The arrangements will change each year and is described below,

2024

Year levels responsible: Prep to Year 4 (13 sets)

Time release: 0.4

Leadership Pay Level: Level 4

2025

Year levels responsible: Prep to Year 5 (16 sets)

Time release: 0.4

Leadership Pay Level: Level 5

2026

Year levels responsible: Prep to Year 6 (19 sets)

Time release: 0.5

Leadership Pay Level: Level 6

If growth exceeds projections, then appropriate adjustments will be made.

Responsibilities and Duties

Subject to the discretion of the Principal, the Head of Teaching and Learning - Primary is responsible for managing the academic program pertaining to the Primary school. Responsibilities include:

Curriculum administration

- Developing, implementing, evaluating, and revising the selection and sequencing of curriculum
- Working collaboratively with Heads of Teaching and Learning across campus to implement whole-school academic programs and to maintain consistency
- Developing, managing, and evaluating assessment policies and strategies
- Using assessment data to target school improvement initiatives
- Collaborating and supporting Learning Enhancement, as required, especially with respect to assessment and reporting
- Managing, with Heads of Teaching and Learning and Academic Officers all NAPLAN administration tasks, providing analysis of results and subsequent action plans
- Managing, with the other Heads of Teaching and Learning and Academic Officers, all ICAS administration tasks, managing Year 6 exam timetables and implementation and providing analysis of results
- Overseeing Parent Teacher Interviews
- Setting up and managing all assessment and reporting and accountability mechanisms to meet the needs of students, parents, and colleagues
- Supervising the creation of curriculum documentation for dissemination to parents and students
- Overseeing the management of the Primary timetable
- Responding to and supporting the Director of Teaching and Learning employing initiatives for the implementation of the School's Vision for Learning
- Supporting Primary staff to select and develop teaching strategies to improve student learning
- Leading Primary staff professional development sessions as required
- Leading processes to evaluate the effectiveness of teaching programs using research and workplace knowledge about how students learn
- Keeping abreast of current research in evidence informed learning

General responsibilities

- Acting as second-in-charge and deputising for the Assistant Principal - Primary
- Forming strong connections with parents through regular and comprehensive communication, including via Information Evenings, Newsletter and Bulletin contributions
- Supporting the Senior Leadership Team and Director of Teaching and Learning with respect to staff conduct, appraisal and mentoring
- Assisting the Assistant Principal - Primary in the selection, appointment, and management of staff
- Assisting the Assistant Principal – Primary in the student enrolments process
- Management of pre-service teachers in consultation with the Director of Teaching and Learning
- Leading the section curriculum team consisting of Heads of Curriculum and Subject Coordinators
- Modelling, mentoring, and coaching Primary teachers
- Undertaking the duties of a teacher as defined by the Position Description for a Teacher
- Carrying out other duties as directed by the Principal

Qualifications, Skills and Experience:

Essential

- Breadth and depth of understanding in curriculum design and teaching and learning practices
- Demonstrated experience in leading teachers in the development of their pedagogy
- Leadership experience within the academic domain
- Current registration, or immediate eligibility for registration with the Victorian Institute of Teaching

Desirable

- Post graduate qualifications in educational management and leadership
- Involvement in relevant professional communities
- Experience with timetabling software in a Primary context

Personal Qualities

- Outstanding communication and interpersonal skills to build relationships with key stakeholders
- Ability to motivate staff and influence the development of student learning
- Commitment to professional learning and continuous improvement through collaborative work practises
- Outstanding organisational skills, planning, analytical and strategic thinking capabilities
- Academic leadership skills which demonstrate the ability to lead junior leaders
- Personal sense of initiative, enthusiasm, and high energy
- A resourceful team member who can operate in a mentoring, collaborative, and inclusive manner
- Ability to provide engaging, challenging, and purposeful learning experiences, in particular through the use of learning technologies
- Commitment to excellence in learning for all students
- Demonstrated interest in ongoing personal professional development

Key Selection Criteria

1. Ability to devise, implement, enhance, and evaluate teaching and learning programs.
2. Far-reaching knowledge of the Australian curriculum, with demonstrable experience in practically applying the three-dimensional design – cross-curriculum priorities, general capabilities, and learning areas.
3. Proven experience leading others in the implementation of teaching practices and capacity to provide expert advice to teachers and junior curriculum leaders.

This Position Description may be altered from time to time at the discretion of the Principal and to meet the operational needs of the School.

