



Information Pack

DEPUTY PRINCIPAL
LEARNING AND INNOVATION

Please send your completed Application
and supporting documentation to:

EMAIL rkefford@sras.nsw.edu.au



Vision

TO BE A COMMUNITY OF LEARNERS
LIVING AND SERVING IN CHRIST'S WORLD

Mission

To provide a high quality Christian education within a welcoming community where all individuals are valued and belong. As a community of learners we strive for excellence, unlocking the potential of each individual, developing confident, active learners who improve their world.

Values

RESPECT
COMPASSION
WISDOM

*We are a respectful community
grounded in Christ's compassion,
learning to live with wisdom.*

Nowra Anglican College is a Christian School in the Anglican tradition, situated in Bomaderry in the beautiful South Coast region of Shoalhaven City Council. Being a P-12 school allows us to focus on partnering with our families to develop the whole child.

Under the leadership of Mrs Lorrae Sampson, the Principal, the College has seen significant growth over the past eight years across the Preschool, Junior School and Senior School. We anticipate our enrolments in K to 12 will reach 1,150 in 2023. This is testimony to our commitment to building a community of powerful learners through our learning and teaching framework "Building Learning Power".

We value the natural environment and our Preschool, Early Stage 1 and Stage 1 students benefit from a particular focus on the Reggio Emilia approach, which also heavily influences our beautiful and thoughtfully designed school grounds.



Mrs Lorrae Sampson
PRINCIPAL

WHO WE ARE, AND WHAT WE COMMIT TO

Nowra Anglican College:

- is a teaching and learning community which encourages the pursuit of excellence in all areas inspiring students to want to become life-long learners;
- provides a learning environment where students feel safe and confident to challenge and question the world around them; and where young people feel secure and confident, and enjoy participating in all aspects of school life;
- provides a balanced education of academic, cultural and sporting endeavours supporting each student's emotional and spiritual development; and
- offers an academically rigorous and comprehensive program that seeks to engage all students in all aspects of school life.
- prides itself on the quality of pastoral care provided, believing in the intrinsic worth and value of each student and embracing a Christian culture that treats all community members with care and compassion, dignity and respect;
- is determined to ensure that students act with moral conscience and judgment based on our Christian values of respect, compassion and wisdom;
- assists students to achieve success by encouraging the realisation and achievement of 'personal bests';
- provides a diverse range of opportunities and activities to assist students to maximise their potential and exceed their expectations; and
- values a strong, affirming and positive partnership with parents and the wider community.



STRATEGIC PLAN GROWING TOGETHER

In 2017 NAC developed and communicated our 5 year strategic plan to our school community. This was created through consultation with a broad range of stakeholders, as well as accepting recommendations from a school-wide review.

IN 2023 WE WILL COMMENCE OUR UPDATED STRATEGIC PLAN

Growing Together: Connection and Joy (2023-2027) is currently being finalised ready to present to our wider community.

Growing Together: Connection and Joy will focus on three areas to improve, expand and pursue innovation and excellence:

- **Fostering Christian Community**
- **Building Powerful Learners**
- **Nurturing Wellbeing and Belonging.**

These focus areas provide limitless scope for growth and development. More importantly, they are timeless and transcend concerns of an uncertain future. They set our students up to live rich lives now and embrace and shape the promise of a bright future.

In pursuing these three focus areas, we intend to develop the whole child. We want our students to be stretched to achieve their best. The College places a strong emphasis on all children developing powerful learning skills in written and verbal communication from Preschool to Year 12. We want every student to be well prepared for whatever their next chapter of life takes them and be able to excel in this.

LEARNING AND TEACHING FRAMEWORK

Learning is our focus.

We seek to provide rich opportunities that facilitate growth and learning, not only in our students, but also our staff, parents and into the wider Shoalhaven community.

Our Learning and Teaching Framework is based on Guy Claxton's Building Learning Power framework. Students are equipped as learners across 5 key areas:

REFLECTIVENESS

Managing / The strategic aspects of thinking

RESILIENCE

Feeling / The emotional aspects of learning

RECIPROCITY

Relating / The social aspects of learning

RESOURCEFULNESS

Thinking / The cognitive aspects of learning

RESTORATION

Believing / The spiritual foundation of learning



**BUILDING
LEARNING
POWER**

NEW POSITION

DEPUTY PRINCIPAL – LEARNING AND INNOVATION

Nowra Anglican College has a strong focus on quality learning and believes that every child is capable of achieving their best. In order to achieve this, our teaching and learning framework seeks to Build Powerful Learners. After successfully implementing the Guy Claxton Building Learning Power (BLP) framework into our school our current Deputy Principal – Learning and Innovation is pursuing new opportunities. We are seeking a creative, innovative and highly experienced educator to further implement BLP across the College.

In collaboration with the Principal and the Deputy Principal – Wellbeing and Growth, the Deputy Principal – Learning and Innovation will assist the school to fulfil its mission of providing a learning environment which is conducive to unlocking the potential of each individual student, developing confident, active learners who leave our school as life-long learners committed to making their individual contribution to improving their world.

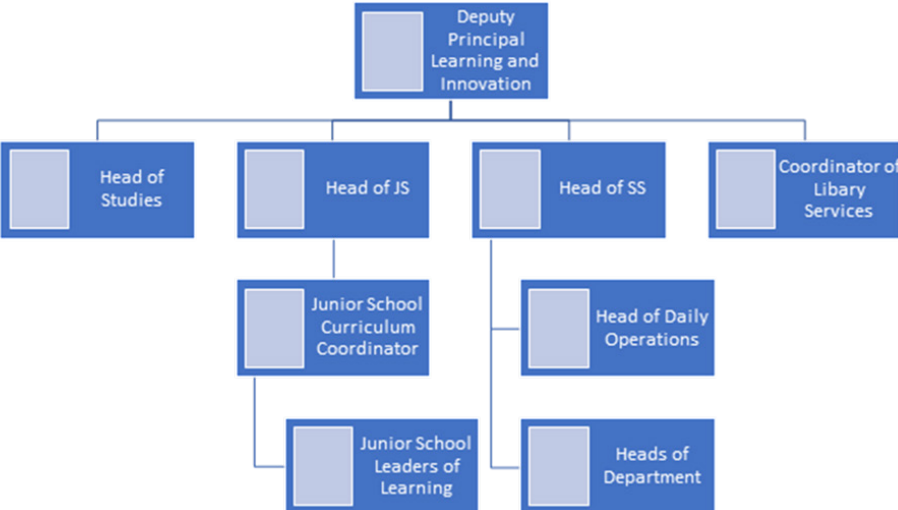
The Deputy Principal – Learning and Innovation will be a key leader in promoting the College’s strategic vision and developing a positive school culture in partnership with the principal, staff and the school community. The Deputy Principal – Learning and Innovation will be a collaborative, collegial and empathetic leader.

The Deputy Principal – Learning and Innovation will help foster a positive culture of challenge and support, enabling effective teaching that promotes enthusiastic, independent learners, committed to lifelong learning.

Deputy Principal – Learning and Innovation will lead high aspirations in learning and inspire the same in students and staff, establishing systematic methods for collecting and interpreting evidence to identify excellent teaching and learning and share successful strategies with the school community.

The Deputy Principal – Learning and Innovation will set high expectations for the whole school through careful collaborative planning, monitoring and reviewing the effectiveness of learning. S/he will set high standards of behaviour and attendance, encouraging active engagement and a strong student voice.

The Deputy Principal – Learning and Innovation will support high-quality inclusive practices and set expectations that all activities are focused on improving student learning outcomes. He/she will model collaborative leadership and engage with other professional organisations to share and improve practice and encourage innovation in education.



ROLE DESCRIPTION

POSITION TITLE	Deputy Principal - Learning and Innovation
APPOINTED BY	Principal
RESPONSIBLE TO	Principal
KEY WORKING RELATIONSHIPS	<p>School Executive: Deputy Principal Wellbeing and Growth, Head of Senior School, Head of Junior School, Director of Student Wellbeing, Business Manager, Director of Early Learning, Director of Community Relations, Executive Assistant.</p> <p>Middle Level Leaders including: Chaplaincy team, Leaders of Learning, Heads of Departments.</p> <p>Facilities Manager</p> <p>All Staff</p>
PREPARED	November 2022
POSITION OVERVIEW	<p>A wonderful opportunity exists for an outstanding Christian educational leader who has a vision for the ways schools contribute to the personal wellbeing, growth and character development of children and young people from P to 12, to be appointed to the role of Deputy Principal – Learning and Innovation to work alongside the Principal and Executive in leading Nowra Anglican College.</p> <p>Nowra Anglican College is a dynamic P-12 school located in the beautiful Shoalhaven. The College is in an exciting stage in its life, experiencing rapid growth as it implements its strategic plan fostering high quality learning and the development of the whole child.</p> <p>This position is a strategic position designed to ensure that Nowra Anglican College continues to fulfil its vision and mission for each of its young people.</p> <p>The Deputy Principal – Learning and Innovation will have the ability to inspire and engage both colleagues and students of all ages with a love for learning and will encourage teachers and students to explore and value learning for their whole life.</p> <p>The College has implemented a whole-school learning and teaching framework called Building Learning Power. The Deputy Principal – Learning and Innovation will be instrumental in developing and embedding this framework further into the practice and culture of the College by ensuring the close links between students’ well-being and their best learning are fostered and cultivated.</p> <p>The Deputy Principal will live out their Christian faith in the life of the College, will be committed to the ethos of independent Christian education and will also be an active member of their local church.</p>
INVOLVEMENT IN THE LIFE OF THE SCHOOL	<p>The Deputy Principal will be a member of the following:</p> <ul style="list-style-type: none"> • Executive Leadership Team • Welcome team • Heads of Department team • Student Academic Committee, and will • Attend the monthly School Council meetings and strategic planning meetings. <p>All staff are required to:</p> <ul style="list-style-type: none"> • Attend Staff Devotions. • Attend other staff meetings and committee meetings when required. • Coordinate/participate in a co-curricular activity such as a music ensemble, a lunchtime club or sporting team.

ROLE DESCRIPTION

DUTIES

Learning and Teaching

- The Deputy Principal will teach a class in their subject discipline (0.2 FTE load); and will model 'learning for life' through their own professional practice, promoting it actively in their interactions with students, staff, families and carers, and the wider community.
- The Deputy Principal will inspire and motivate children and young people, staff and the school community and its partners, and set high standards for every learner, including students, staff and self.
- The Deputy Principal will act with integrity underpinned by moral purpose. He/she will model the College values of respect, compassion and wisdom and support the promotion of the gospel of Jesus Christ in the school setting.

Knowledge and Understanding

The Deputy Principal will:

- Understand the practice and theory of contemporary leadership and apply that knowledge in school improvement. It is expected that the Deputy Principal will be well versed in the latest research and developments in learning and teaching wellbeing, as well as in pedagogy and curriculum. He/she will demonstrate a deep understanding of the critical relationship between student wellbeing and high-quality learning and will be able to communicate this clearly to students, parents and staff.
- Possess a current knowledge and understanding of research into teaching, learning and child development and know how to apply such research to the needs of the students in the school. This includes the management of performance in the school and strategies to improve academic outcomes and growth in learning.
- Apply knowledge and understanding of current developments in education policy, schooling and social and environmental trends and developments to improve educational opportunities in the school.
- Apply knowledge and understanding of leadership and management concepts and practice, to deliver with others effective strategic leadership and operational management.

Instructional and Pastoral Leadership

- Lead by example the development and productive and inclusive learning environments across the school by reviewing inclusive strategies and exploring new approaches to engage and support all students.
- Initiate strategies and lead staff to implement effective classroom management and promote student responsibility for learning focussing on the College's *Building Learning Power* approach.
- In collaboration with the Deputy Principal - Wellbeing and Growth, initiate strategies and guide colleagues in creating flexible learning spaces that uphold the College's *Building Learning Power* targeted program and Reggio Emilia approach in the Junior School.
- Collaborate with the Deputy Principal - Wellbeing and Growth and take responsibility for the effectiveness of student wellbeing and safety policies and practices and assist colleagues to implement these practices effectively.
- In collaboration with the Deputy Principal - Wellbeing and Growth, develop and implement school policies and strategies to support academic growth of all students by using assessment data to diagnose learning needs, complying with school assessment requirements.
- In collaboration with the Deputy Principal - Wellbeing and Growth, coordinate student performance and program evaluation using internal and external student assessment data to improve teaching practice.
- In collaboration with the Deputy Principal - Wellbeing and Growth evaluate and revise reporting and accountability mechanisms in the school to meet the needs of students, parents/carers and colleagues.
- Identify, initiate and build on opportunities that engage parents/carers in both the progress of their children's learning and in the educational priorities of the College.

ROLE DESCRIPTION

DUTIES – STAFF AND RESOURCES

- Oversee reporting to parents and assist staff to write informative and accurate reports on student learning and development, monitoring deadlines and proofreading prior to release to parents/ carers.
- Advise and assist staff, as necessary, in relation to their professional responsibilities and roles.
- Promote and maintain a positive professional caring culture throughout the College. The Deputy Principal - Learning and Innovation will oversee the successful running of the College's Professional Learning Teams.

Staff Management

- In conjunction with the Deputy Principal – Wellbeing and Growth, lead regular learning-focused meetings, keeping staff up to date with decisions and proposals made by the Executive as well as seeking staff feedback.
- Provide regular feedback to teaching staff about successful pedagogical practices that impact on student learning.
- In conjunction with the Deputy Principal – Wellbeing and Growth, monitor and evaluate teacher effectiveness and assist in identifying areas of teaching practice requiring professional development.
- Possess knowledge and understanding of relevant national policies, practices and initiatives applying to child safety, educational innovation and human resource management as it relates to teachers and support staff, and then supporting members of staff in reviewing and implementing policies and processes to enable compliance with and understanding of existing and new legislative, administrative and organisational responsibilities.
- Assist the Deputy Principal - Wellbeing and Growth to implement the staff Induction procedures for new staff.
- Provide staff with appropriate guidance and assistance to resolve workplace difficulties, including mediation where necessary.
- Be aware of and respond appropriately to any Work, Health and Safety issues raised by hazardous materials, practices or accommodation and facilities.

Resource Management

- Liaise with the Principal and Business Manager to maintain efficient and effective management and organisation of learning resources, by developing or identifying new resources.
- Participate in master planning for the development of College facilities in line with the College's strategic plan.
- Assist in ensuring that the College facilities are kept in good order.

DUTIES – CORPORATE

- Contribute to and maintain the College's reputation, ethos and values with colleagues, students and the wider community.
- Encourage students to know and live the College values in all aspects of their lives.
- Encourage students to wear the College uniform correctly and with pride.
- Model and uphold a high standard of professional behaviour.

SELECTION CRITERIA

This application should highlight occasions on which you have led or taken responsibility for, or point to examples from your present or previous school where your leadership has contributed to, improvement or enhancement of students' school experience and learning. Please do not merely recite your current duties; you need to provide evidence of your having made a difference through your leading. Your application will be weighed against the following selection criteria.

The College seeks to appoint an applicant who:

IN LEADERSHIP

Demonstrates visionary and strategic leadership in a senior executive role, which includes evidence for the ability to lead people through a process of growth and change.

Demonstrates visible and highly relational leadership with a proven ability to create strong and productive relationships of trust and collaboration inside and outside a school community, as well as a capacity to contribute to building and strengthening a collaborative learning culture.

AS AN EDUCATOR

Demonstrates exemplary classroom teaching as a passionate, student-focused educator, who draws on an understanding of current research in effective instructional leadership to inspire other staff to achieve excellent academic and related outcomes by encouraging continuous improvement in contemporary teaching and learning practices that add value for each child, whatever their abilities or aspirations, in an affordable fee environment.

Demonstrates experience in the provision of high-quality differentiated professional learning that has enhanced teacher capacity in improving outcomes for a diverse range of students.

Demonstrates evidence of a deep commitment to character and spiritual development of students in a school through wellbeing, co-curricular and service learning programs that complement academic programs.

AS AN ADMINISTRATOR

Demonstrates a broad understanding and awareness of the regulatory, legislative and financial aspects of operating a school in a regional setting, and points to proven experience in effective day-to-day operation of a school.

Demonstrates an understanding of, and a commitment to fully engaging with, the broader Anglican Schools Corporation community and the wider educational community.

AS A PERSON OF CHRISTIAN FAITH AND COMMITMENT TO MISSION

Provides evidence of a mature practising Christian faith and a passion for both the proclamation of the gospel and a commitment to attract, develop and retain high calibre Christian staff.

Demonstrates an ability to articulate a Christian standpoint, in a sensitive manner, in a secular world.

Demonstrates involvement in leadership or development of an innovative approach to student learning and academic achievement within a Christian context.

Demonstrates ability and willingness to exercise authentic Christian spiritual leadership of staff, students and parents in a manner consistent with the Corporation's Christian mission and in accord with the Corporation's objects as set out in the Anglican Schools Corporation Ordinance.

The Ordinance (which is the governing document of The Anglican Schools Corporation) may be found on the Sydney Diocesan website at:

<http://enit-syd.sds.asn.au/assets/Documents/ords/organord/O72-0019.pdf>

HOW TO APPLY

Your application should be submitted in two parts:

1. **Your covering letter**, in which you address the Selection Criteria. This should not be more than five pages in length; and then
2. **Your resume**, which must be no longer than four pages, and which must contain the following, preferably submitted in this order:
 - Your personal details, including your full name; your home address; your telephone contact numbers and your preferred email address for correspondence relating to your application; and details of your family where applicable; together with your current WWCC Number and your eligibility to be accredited by the NSW Educational Standards Authority (NESA);
 - Your educational qualifications and the institution which conferred them in reverse order – most recently completed first;
 - Your professional history in education, also in reverse order, listing all the positions you have held and the institutions which have employed you;
 - Other relevant professional experience which you feel may support your application;
 - Your recreational and cultural interests, including sports you may have coached and other co-curricular activities (eg, Music, Debating, Service Learning, Duke of Edinburgh's Award Scheme, etc) in which you may have been involved in your previous schools; and
 - The names, addresses and contact telephone numbers of no more than three referees, one of whom must be your current Principal, and another must be the Rector, Minister or Pastor of the church you regularly attend. Please note that referees will NOT be contacted unless you are short-listed as a candidate.

AVAILABILITY

The School Council is anticipating the appointment will commence at the beginning of Term 2, 2023 or by negotiation. Please indicate your likely availability to commence in the position, if you are successful.

KEY DATES IN THE APPOINTMENT PROCESS

The College is committed to concluding this appointment before the end of the 2022 school year. To that end, candidates should be prepared to make themselves available on the following dates in case they are called for an interview. At this stage, interviews are most likely to be conducted at the College in Nowra.

Up to six candidates may be short-listed for an initial interview, of whom two or three will be invited for a second interview.

Please advise Dr Kefford if you are unavailable on either of these dates so that possible alternative dates can be investigated. Please note that an alternative opportunity to be interviewed cannot be guaranteed, however.

Close of Applications

No later than 5.00 pm Friday 25 November 2022

Please submit your application in an email with the cover letter and your resume attached, to:

Dr Rod Kefford

Nowra Anglican College

e: rkefford@sras.nsw.edu.au

Short List Interviews

Saturday 10 December 2022

Between 8.30 am and 5.00 pm

Final Interviews

Thursday 15 December 2022

At a time to be determined.

ADDITIONAL INFORMATION

The School Council and the Principal wish to set out the following additional information to assist you to assess your own suitability for the position, and to draw to your attention personal qualities and experience that may assist your application.

DESIRABLE PERSONAL QUALITIES

A position of this level of seniority requires at least that you hold a Bachelor's degree together with recognised teaching qualifications.

Post-graduate study is highly desirable, and candidates holding a Master's degree in a curriculum area or in educational leadership or the like will have a distinct advantage.

It is essential that in your application or at interview, you can clearly articulate your personal faith and commitment to Jesus and are an active member of a local church of a reformed, evangelical character. It is also essential that you are committed to the ethos of independent Christian education.

The preferred candidate will be highly intellectually and emotionally intelligent. You will need to be inherently relational in your interactions with other people, as well as being an effective, articulate and engaging communicator – both orally and in writing - with a personal warmth that engenders mutual respect and builds commitment to the School.

Your leadership will need to be authentic, revealed in your strong personal presence, your poise and your natural capacity to inspire students, staff and stakeholders. You will need to be confident in engaging with parents and be able to manage their high expectations of the School. You will also have the capacity to engage with the wider community which the College serves and be involved in the wider educational community through professional associations and organisations.

Staff at all levels will value your capacity as a strategic thinker who can translate ideas and concepts into action, analyse complex situations and engage others proactively in change and improvement. This will be vital as you lead and further develop our Building Learning Power approach to student learning and development.

Staff will also find you a collaborative team player, which you are able to balance with the ability to be decisive and directional where situations demand. When challenges and difficulties arise, you will prove to be resilient and able to develop resilience in others.

Above all, you will show yourself to be a leader who is guided by a strong Christian ethical framework, who is morally courageous and judicious in decision-making, and who is committed to achieving the best outcomes for the student, for their parents and the College.

SPECIFIC CONDITIONS OF APPOINTMENT

The Deputy Principal Learning and Innovation will attract a Coordinator Level 4 Leadership allowance.

The Deputy Principal Learning and Innovation will be expected to teach one academic class in the Senior School.

The Deputy Principal shall be expected to be present at school during normal hours of school operation, which are 8:00am to 4:00pm and until 5:00pm on Tuesdays and Thursdays.

The Deputy Principal should also reasonably expect that s/he will be required to work flexible hours, including attendance at meetings and school functions as part of, or in addition to, normal working hours. A number of other duties and responsibilities will need to be performed at times other than during the school day or when students are in attendance.

This role description may be modified by the Principal, with the appointee's agreement.

The College is being assisted in making this appointment by Dr Rod Kefford, a former Headmaster of Barker College in Sydney.

If you would find it helpful to discuss your application by telephone with Dr Kefford prior to submitting it, please email your preferred telephone number to him on:

rkefford@sras.nsw.edu.au

and he will be pleased to be in touch with you.