



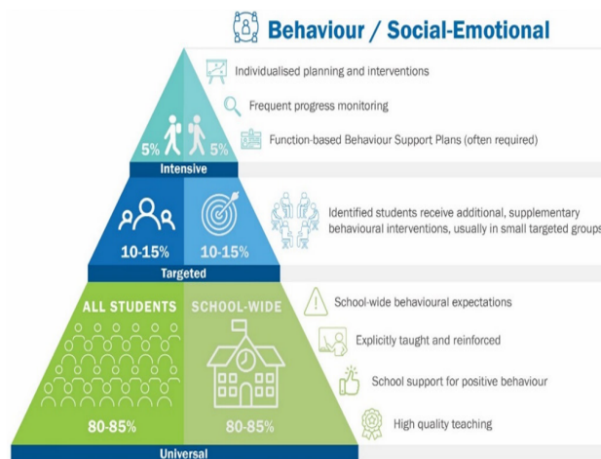
Nowra Anglican College is a respectful community, grounded in Christ's compassion, learning to live with wisdom.

Position Title	Director of Student Wellbeing K - 12
Appointed by	Principal
Responsible to	Deputy Principal - Wellbeing and Growth
Key working relationships	College Executive, Pastoral Care team, PDHPE staff and Sport Organisers
Last reviewed	August 2022
Position Overview	<p>The Director of Student Wellbeing is accountable for the overall delivery of pastoral care programs and structures in the school. The prime responsibility of this position is to coordinate and ensure the delivery of high-quality pastoral programs relevant to all students in the College.</p> <p>The Director of Student Wellbeing will be an excellent Christian educator who is highly relational and demonstrates strong leadership capabilities with the capacity to design and deliver holistic programs from a Christian perspective.</p> <p>This is a new senior leadership position and the successful applicant will be a member of the College Executive. This is a full-time permanent position with a 0.2 teaching allocation in their particular subject area and a Coordinator Level 3 Leadership allowance.</p>
Preamble	Nowra Anglican College seeks to appoint Christian staff members who are energetic, innovative and committed to the ethos of independent Christian education in the Anglican tradition and are actively involved in their local church.
Who are we, and what do we commit to?	<p>Our Vision To be a community of learners, living and serving in Christ's world.</p> <p>Our 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.</p> <p>Our Values Respect Compassion Wisdom All staff are to demonstrate a commitment to the school's vision, mission and values in all interactions with colleagues, students, parents and the wider community</p>
Involvement in the Life of the School	<ul style="list-style-type: none"> ● Attendance at Staff Devotions. ● Attendance at other staff meetings and committee meetings when required. ● All Senior/Junior School staff are involved in the Student Wellbeing and Pastoral Care program in the Senior/Junior School. ● All staff are required to run or participate in a co-curricular activity such as a music ensemble, lunchtime club or sporting team. ● Perform other duties that are deemed appropriate by and in negotiation with the Principal as required from time to time.

Duties

The Director of Student Wellbeing will coordinate the College's approach to pastoral care which is consistent with the College's vision, mission and values, our Building Learning Power framework and will be in line with the current strategic plan. The pastoral care program is based on evidence-based, whole-school, proactive wellbeing approaches that foster safe, supportive and respectful environments so that wellbeing outcomes are enhanced for all students now and in the future.

The Director of Student Wellbeing is accountable for the overall delivery of pastoral care programs and structures from Kindergarten to Year 12 in the school. The prime responsibility of this position is to design, coordinate and deliver high-quality pastoral programs which are relevant for all students in the College as per the three tier approach to positive behavioural interventions and



support.

This will include:

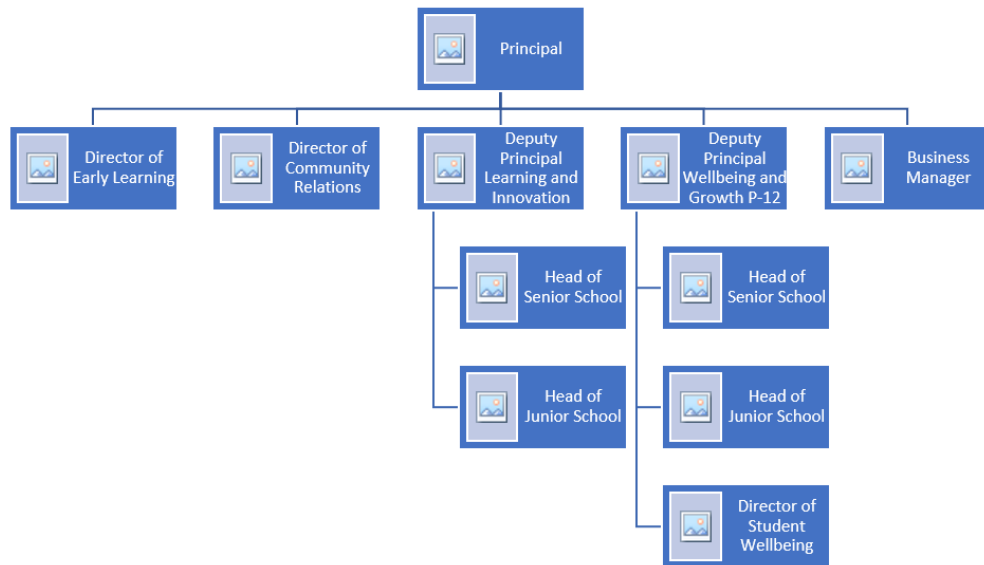
- Oversight of the pastoral care scope and sequence and programs that all students will experience (Tier 1)
- Coordinating special programs and structures for those students requiring targeted interventions such as Friendship programs and Seasons for Growth for specific groups of students (Tier 2)
- Liaising with the Deputy Principal Wellbeing and Growth, School Counsellors and Health Professionals for those students who require specialist support (Tier 3) NB the Director of Student Wellbeing will not be required to provide intensive counselling for individual students
- Leading the Year Coordinators and Junior School Pastoral Care Coordinators to support the students in their care
- Maintaining oversight of the Pastoral Care, PDHPE and Chaplaincy programs as they relate to student wellbeing including organisation of special events and guest speakers
- Maintaining oversight of restorative justice practices and positive behaviour for learning approaches to regulate student behaviour
- Maintaining oversight of the College's camp program

Communication

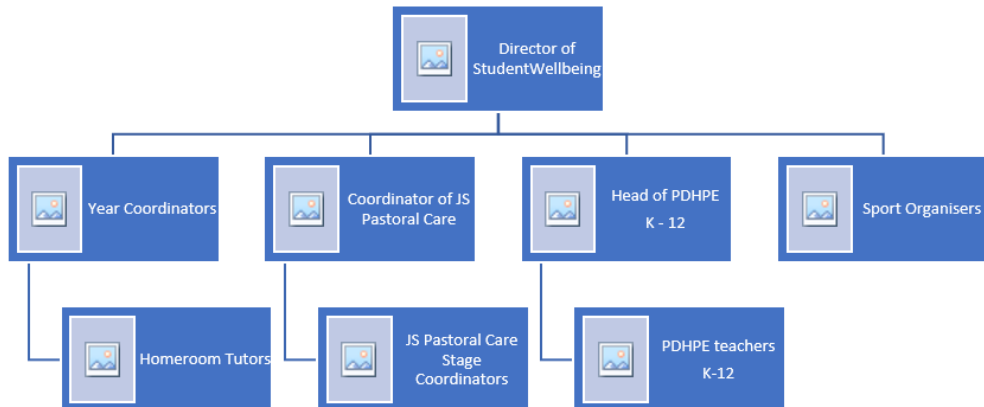
- Maintain and develop structures that support excellent school-home communication channels
- Meet regularly with the Deputy Principal Wellbeing and Growth.
- Meet regularly with the College Chaplain
- Meet regularly with direct reports including the Pastoral Care team, Head of PDHPE and Sports Organisers
- Present at staff PD days, parent evenings and student events
- Work collaboratively with colleagues in an environment of support and collegial learning

The Director of Student Wellbeing will be a member of the College Executive and will chair the Pastoral Care team.

Organisational Structure – College Executive



Direct Reports



Duties - WHS	Be aware of and respond appropriately to any Work, Health and Safety issues raised by materials, practice or accommodation related to the role.
Duties - Child Safe Standards	Nowra Anglican College is committed to providing for the safety and wellbeing of all children and young people entrusted to our care. We want all children and young people who attend Nowra Anglican College to feel and be safe. We are committed to providing a child safe and child friendly environment, where children and young people are able to participate in decisions that affect their lives.
Duties - Corporate	Contribute to and maintain the College’s reputation, ethos and values with colleagues, students and the wider community: <ul style="list-style-type: none"> ● 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	<ul style="list-style-type: none"> ● Supportive of the Christian ethos and independent nature of Nowra Anglican College within the context of the vision, mission and values of the Anglican Schools Corporation.

<p>(Please address these in your cover letter)</p>	<ul style="list-style-type: none"> ● Degree plus recognised teaching qualification ● Eligible to be accredited with the NSW Educational Standards Authority (NESA) ● Proven successful experience in school leadership ● Proven successful experience in student wellbeing ● Demonstrated understanding of current research in student wellbeing ● Demonstrated capacity to work alongside teachers to both model and support to students ● Outstanding communication skills with the demonstrated capacity to contribute and strengthen a collaborative learning culture
<p>Selection Criteria personal attributes</p>	<ul style="list-style-type: none"> ● Authentic with a strong personal presence, poise and natural capacity to inspire students, staff and stakeholders. ● Confident in engaging with parents – able to manage their expectations. ● Articulate and engaging with a personal warmth that engenders mutual respect and builds commitment to the School. ● Intellectually and emotionally intelligent. ● Guided by a strong ethical framework and morally courageous and judicious in decision-making. ● Driven to achieve the best outcomes for the student, parents and the College. ● A collaborative team player balanced with the ability to be decisive and directional where situations demand. ● A strategic thinker who can translate ideas and concepts into action, analyse complex situations and engage others proactively in change and improvement. ● Resilient and able to develop resilience in others. ● Personal faith and commitment to Jesus, an active member of their local church, and is committed to the ethos of independent Christian education.
<p>Appraisal</p>	<p>All members of staff will take part in the College’s appraisal system which has as its core, the aim to assist staff to develop their skills and abilities.</p>