



Assistant Principal Catholic Identity and Mission



Nagle College

20 Hope Avenue, Bairnsdale VIC, 3875



Nagle College
Bairnsdale

Assistant Principal – Catholic Identity and Mission

Our Vision:

Inspired by the life of Christ, our Presentation Heritage and the Salesian Charism, Nagle College (**College**) is a Catholic community that welcomes, builds strong relationships, evangelises, and prepares young people for life.

Our Expectations:

Our College is a Catholic faith-based learning community that ensures all students can be Safe, Happy and Successful. Students are reminded of this through the continuous implementation of our College's school wide expectations: Respect, Responsibility and Excellence.

As a Catholic community we are people of hope, which is based on developing successful and respectful relationships between staff, students, and families, following the example of Jesus Christ.

Role Outline:

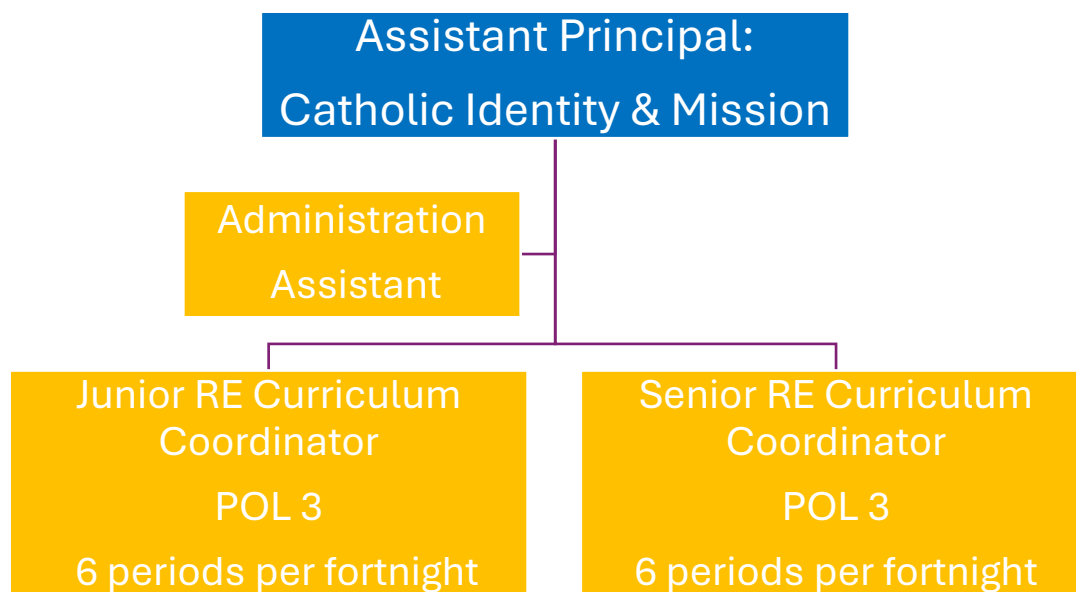
The Assistant Principal: Catholic Identity and Mission is appointed by the Diocese of Sale Catholic Education Limited (**DOSCEL**) and is responsible to the Principal.

The Assistant Principal: Catholic Identity and Mission is co-responsible for developing Catholic identity and educational mission of Nagle College within the Mission of the Church.

The Assistant Principal: Catholic Identity and Mission works in conjunction with the Principal and the Executive Strategic Leadership Team to make executive operational, strategic, policy and management decisions.

As a member of the Executive Strategic Leadership Team, the Assistant Principal: Catholic Identity and Mission may be required to address both proactive and responsive needs of Nagle College, therefore the Principal may require performance of other duties. This may include deputising for the Principal as required.

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Employment Conditions:

FTE and Position Type	Full time and ongoing as a Teacher – Fixed term as Assistant Principal
Employment Category	Secondary Deputy Principal
Time Release	20 Periods per fortnight
Tenure	<p>Five Years</p> <p>The initial appointment for a deputy principal will be for five (5) years. A formative review will take place during the 3rd year.</p> <p>An application for a 2nd period of appointment would be welcomed as part of the public advertised process.</p>
Agreement	Diocese of Sale Catholic Education Limited Schools and Secretariat Agreement 2022.
Classification	<p>Deputy Principal Level 2 according to the Diocese of Sale Catholic Education Limited Schools and Secretariat Agreement 2022.</p> <p>The salary range effective from January 2025 is \$160,365 to \$169,971</p>

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Key Accountabilities included but are not limited to the list below:

Leading teaching and learning	The Assistant Principal: Catholic Identity and Mission is responsible for building the capacity of the Religious Education team to lead contemporary learning and teaching.
Developing self and others	The Assistant Principal: Catholic Identity and Mission demonstrates and develops in others effective interpersonal skills.
Leading improvement, innovation and change	The Assistant Principal: Catholic Identity and Mission actively contributes to the management of change for the future, works strategically, influences policy and curriculum design and co – constructs new opportunities within the College Community.
Leading the management of the school	The Assistant Principal: Catholic Identity and Mission exercises an astute understanding of change processes and appropriate stewardship of the College resources.
Engaging and working with the community	The Assistant Principal: Catholic Identity and Mission contributes to the development and maintenance of a College culture characterised by collaboration, consultation and engagement.

Leader of Catholic Identity and Mission	<ol style="list-style-type: none"> 1. Engages the students, staff and broader community in the Mission of Nagle College as a Catholic school. 2. Actively leads prayer and works to promote the charism of Saint Don Bosco and the mission and life of the Catholic Church within Nagle College. 3. Creates the environment that allows exploration of faith and recognises and supports the faith journey of each individual. 4. Models and builds the capacity of staff and members of the community to articulate the mission of the Church and their confidence to name and discuss contemporary Church issues publicly. 5. Exercises effective leadership of the Mission team, including the Religious Education Team. 6. Maintains a high priority to faith education and formation and its vibrant expression in prayer and liturgy across all aspects of College life. 7. Develops and maintains opportunities for all members of the College Community to engage in prayer and their own spiritual development. 8. Engages in intentional strategies to develop religious leadership in staff using distributive leadership structures. 9. Takes responsibility for the planning and development of Retreat opportunities for students and liturgical days for the different year groups.
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	10. Supports and contributes to the development of the Salesian Charism.
Leading teaching and learning	<p>1. Promote and continuously develop the Religious Education Curriculum, To Live in Christ Jesus and its companion resource, Sexuality Education in Catholic Schools.</p> <p>2. Translates strategic directions into goals and actions that support leadership of high-quality faith and liturgical experiences for all members of the College Community.</p> <p>3. Provides frameworks and practices, informed by contemporary knowledge, research and understandings, which actively engage the College Community in experiences which develop their faith.</p> <p>4. Ensures processes of critical reflection, structured feedback and peer review are effectively used to strengthen the faith development of students across the College.</p> <p>5. Embeds a culture and practice of high expectations for student achievement and learning gains, with a recontextualised focus.</p> <p>6. Develops understandings with teachers of new and innovative approaches to authentic learning, assessment and high-quality teaching.</p> <p>7. Maintains robust processes which ensure full compliance with all curriculum and other regulatory requirements.</p>
Developing self and others	<p>1. Uses a range of strategies that develops the leadership capacity of self and others to meet the unique spiritual and faith formation needs of the College and its community.</p> <p>2. Liaises and collaborates with both the Junior and Senior Religious Education Curriculum Co-Ordinators as key members of the College mission team.</p> <p>3. Works with the Executive Strategic Leadership Team and Operational Leaders to develop and implement an effective plan for the spiritual and professional development of staff particularly in regard to faith formation, service ministry, social justice and liturgy.</p> <p>4. Works in collaboration with Executive Strategic Leadership Team and The Operational Leadership Teams (Learning and Teaching & Students) to support harmony between the academic program and the day-to-day organisation of spiritual and faith experiences for students and staff.</p>
Leading improvement, innovation and change	1. Engages others effectively in generating new ideas and developing innovation and improvement, especially making use of ESCIP and CIRE data.

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	<p>2. Deepens the capacity across all levels of College leadership for strategic thinking, innovation and change management through professional learning opportunities.</p> <p>3. Works strategically by distributing leadership to support effective improvement and change.</p> <p>4. Contributes to the leadership and development of the College Strategic Plan and relevant aspects of the College’s Annual Improvement Plan and Annual Report.</p> <p>5. Motivates and works with others in addressing problems that do not have easy answers, modelling the effective management of complexities, ambiguities, and dilemmas to enhance faith formation across the College Community.</p> <p>6. Develops a shared understanding of innovation and developmental change processes as they apply to teaching and learning in across the College.</p>
<p>Leading the management of the school</p>	<p>1. Works collaboratively with all College leaders to create shared structures that deliver educational, learning and faith development outcomes for all students.</p> <p>2. Adopts a long-term view and coaches and mentors newly appointed leaders and teachers to ensure good systems, policies, and processes for the effective management of the College.</p> <p>3. Exercises good stewardship of College resources.</p> <p>4. Serves as Chairperson of nominated committees and working parties.</p>
<p>Engaging and Working with the Community</p>	<p>1. Develops strategies to ensure equity for all students and families within the College Community, understands the broader community within which the College resides and is aware of the cultural, social, and political characteristics that inform the needs of students, families and carers and the challenges they face.</p> <p>2. Contributes actively to the re-visioning of the College as a partner of DOSCEL schools with a shared vision. To share and promote this vision within the College and parish communities.</p> <p>3. Contributes to the development of a College environment that ensures that all students are Safe, Happy and Successful.</p> <p>4. Develops and maintains structures for effective liaison and consultation within College and wider community.</p> <p>5. Effectively leads and contributes to parent engagement forums on contemporary faith and learning initiatives.</p>

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