



Deputy Principal Learning & Teaching



Nagle College

20 Hope Avenue, Bairnsdale VIC, 3875



Nagle College
Bairnsdale

Deputy Principal – Learning and Teaching

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 Deputy Principal Learning and Teaching is appointed by the Diocese of Sale Catholic Education Limited (DOSCEL) and is responsible to the Principal.

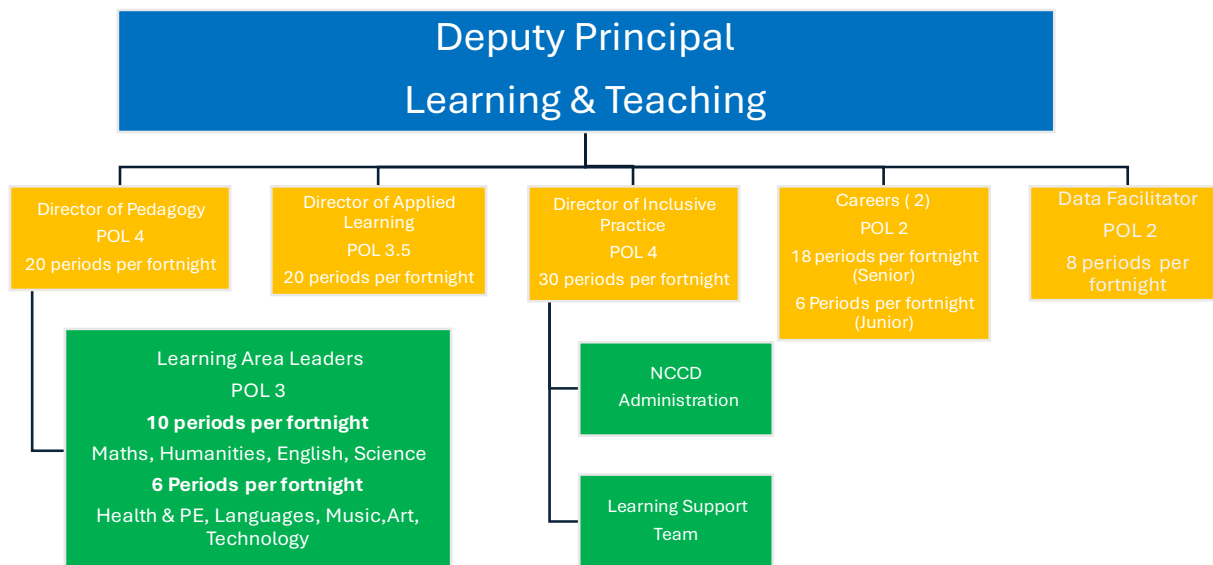
The Deputy Principal Learning and Teaching is co-responsible for developing Catholic identity and educational mission of Nagle College within the Mission of the Church.

The Deputy Principal Learning and Teaching works in conjunction with the Principal and the Executive Strategic Leadership Team to make executive operational, strategic, policy and management decisions.

The Deputy Principal Learning and Teaching will with the use of data, research, curriculum and workplace expertise as key elements to drive improvements in learning and teaching across all year levels at Nagle College.

As a member of the Executive Strategic Leadership Team, the Deputy Principal Learning and Teaching 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 Deputy Principal
Employment Category	Secondary Deputy Principal
Time Release	31 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>
Award	Diocese of Sale Catholic Education Limited Schools and Secretariat Agreement 2022.
Classification	Deputy Principal Level 2 according to the Diocese of Sale Catholic Education Limited Schools and Secretariat Agreement 2022. The salary range from January 2025 is \$160,365 to \$169,971.

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

Child Safeguarding	The Deputy Principal Learning and Teaching will ensure that Child Safeguarding Standards and expectations are adhered to and promoted through all aspects of Nagle College
Leader of Catholic Identity and Mission	The Deputy Principal Learning and Teaching is co-responsible for developing Catholic identity and the educational mission of the College.
Leading teaching and learning	The Deputy Principal Learning and Teaching is responsible for the promotion of a positive and successful College learning culture in accordance with contemporary learning principles as an active Community of Practice. The role is focused on the development of quality pedagogy and developmental learning leading to opportunities for success for all students.
Developing self and others	The Deputy Principal Learning and Teaching demonstrates and develops in others effective interpersonal skills across a broad spectrum of leadership to lead successful contemporary learning and teaching in safe and growth-promoting learning environments.
Leading improvement, innovation and change	The Deputy Principal Learning and Teaching is co-responsible for developing a culture and practice of innovation and creativity in learning and teaching across Nagle College. This role will ensure that as a Community of Practice, the College will continually look to improve curriculum provision and delivery.
Leading the management of the school	The Deputy Principal Learning and Teaching exercises an astute understanding of change processes and appropriate stewardship of the College resources.
Engaging and working with the community	The Deputy Principal Learning and Teaching contributes to the knowledge of parents/carers and the wider community on the necessary information on learning and teaching and learning pathways needed for the successful development of all students.
Child Safeguarding	<ol style="list-style-type: none"> 1. Ensure students are provided with a child safe environment. 2. Be familiar with and comply with the Nagle College Child Safeguarding policy and code of conduct, and any other policies or procedures relating to child safety.

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	<p>3. Demonstrate a duty of care to students in relation to their spiritual, physical and mental wellbeing.</p> <p>4. Implement strategies that promote a healthy and positive learning environment.</p> <p>5. Demonstrate an understanding of child safety standards and obligations (e.g. mandatory reporting obligations).</p> <p>6. Demonstrate an understanding of appropriate behaviours when engaging with children.</p> <p>7. Report any concerns relating to child safety immediately.</p>
<p>Leader of Catholic Identity and Mission</p>	<p>1. Gives personal witness to Catholic values in carrying out day-to-day duties of the role and engaging students, staff and broader community in the mission of Nagle College as a Catholic school.</p> <p>2. Actively leads prayer and works to promote the charism of Saint Dom Bosco and the mission and life of the Catholic Church within the College.</p> <p>3. Works with the Assistant Principal Catholic Identity and Mission in supporting the prayer, sacramental and liturgical life of the College.</p> <p>4. Works with the College Executive Strategic Leadership Team and College 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>5. Supports the Assistant Principal Catholic Identity and Mission in assisting the Leaders of Learning in the implementation of the Religious Education curriculum and the integration of the religious dimension across the curriculum.</p>
<p>Leading teaching and learning</p>	<p>1. Actively promotes the College Vision for Learning as the foundational values and principles for learning and teaching.</p> <p>2. Creates a performance culture of continual improvement across the College characterised by learning gains for all students.</p> <p>3. Promotes and models classroom strategies that maximise student learning incorporating the principles of contemporary learning including, but not limited to, explicit teaching, project-based learning, design thinking and digital technology.</p>

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	<p>4. Utilises the Australian Professional Standards for Teachers and the National School Improvement Tool to inform and monitor the development and implementation of quality pedagogy.</p> <p>5. Leads and implements the analysis of systematically gathered data on student performance and outcomes including, but not limited to, academic, attendance, behavioural and wellbeing data.</p> <p>6. Facilitation of Middle Leaders and staff meetings, ensuring relevant professional learning is accessible.</p> <p>7. Review and systematic roll-out of policy and procedure documents including assessment and behaviour policies to ensure Leaders of Student Progress and Leaders of Learning Areas are collaborative in their approach and decision making.</p> <p>8. Mentoring and support for curriculum design and assessment, including establishing a “common pedagogical language.”</p> <p>9. Leads the ongoing development of quality contemporary teaching, learning and assessment processes, including the effective use of school data from external assessments and diagnostic testing</p>
<p>Developing self and others</p>	<p>1. Models, coaches and mentors’ leaders and teachers in their use of a range of strategies, including use of evidence of performance and feedback and goal setting to challenge and support staff in improving their professional practice and wellbeing.</p> <p>2. Applies contemporary professional knowledge of performance growth and development to ensure quality teaching and supports all staff in reflecting on performance by referencing evidence and standards.</p> <p>3. Initiates strategies for developing a climate for accepting and providing constructive feedback and recognition of achievement, including student voice.</p> <p>4. Works with teachers and leaders on the use of Professional Growth Plans including the development of active role descriptions, support for professional development goals, reintegrated leadership development and career path planning.</p> <p>5. Leading a programme of classroom observation and targeted feedback in both formal and informal capacities as part of the teacher growth plan experience</p>

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	<p>6. Supporting teachers when rolling out common pedagogical principles, such as essay writing, in the classroom and through the provision of resources.</p> <p>7. Engaging with Graduate and new to the College, Teachers: modelling the learning cycle, providing professional development, and guiding teaching and learning formation</p> <p>8. Makes significant contributions to educational policy and practice within the College and in wider professional contexts.</p>
<p>Leading improvement, innovation and change</p>	<p>1. Contributes to the improvement in the capacity of all College leaders to generate new ideas, think and plan strategically, and create a culture and practice of continual improvement, transformation and sustainability with a focus on learning gains for all students.</p> <p>2. Works with the Data Facilitator and Curriculum Coordinator to initiate and foster evidence-based reflection and futures-focused improvement and innovation to achieve best practices in contemporary teaching and learning.</p> <p>3. Models across all levels of College leadership strategic thinking, innovation and change management and commitment to professional learning.</p> <p>4. Challenges and supports staff in adapting processes and procedures as required by the changing nature of the educational agenda, the College Strategic Directions and the external educational agenda.</p> <p>5. Contributes to the development of a workplace culture characterised by innovation, effective team functioning and change management delivering sustainable improvements in students' learning outcomes, pedagogy and workplace satisfaction.</p> <p>6. Develops in self and colleagues a shared understanding of innovation and developmental change processes as they apply to teaching and learning.</p>
<p>Leading the management of the school</p>	<p>1. Ensures that the development, implementation and integration of technology systems and structures continue to serve student learning needs and teaching initiatives.</p> <p>2. Facilitates processes and provides support as needed to ensure adherence to legislative, mandatory and system level requirements relevant to the role.</p>

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	<p>3. 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>4. Exercises good stewardship of College resources.</p>
<p>Engaging and Working with the Community</p>	<p>1 Assists the Principal in maintaining structures and strategies for effective liaison, consultation, collaboration, and partnership with parents with a focus on student achievement and contemporary issues in learning and teaching.</p> <p>2 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>3 Contributes to the development of a College environment that is welcoming, hospitable, life giving and just.</p> <p>4 Engages with College stakeholder groups in decision-making processes as required.</p> <p>5 Contributes to collaborative processes and decision-making that builds relationships and promotes shared commitment, partnership, and a sense of achievement</p>

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