

Leader of Teacher Development Role Description

Catholic College Sale, in the Marist and Sion traditions, fosters a Catholic and Mission focused environment that encourages all learners to strive for excellence and to grow in their potential. In this context teacher leaders strive to provide technical, human, educational, symbolic and cultural leadership, which is student centred and which facilitates the development of each student's potential in an environment of trust, excellence and best practice.

Teacher leaders commit to building a reflective, collaborative and cooperative culture which engages the hearts and minds of every student every day. As a leader within the Catholic College Sale community we believe that effective learning in our Catholic context is built on engagement, growth and excellence, always centred on the whole person.

The Leader of Teacher Development has responsibility for teacher learning and development. The Leader of Teacher Development is appointed by the Principal and is responsible to the Principal and Deputy Principals; reporting to the Principal is via the Assistant Principal - Learning and Teaching.

He/she works collaboratively with the Leader of Innovation and the Assistant Principal - Learning and Teaching to provide the best outcomes for student learning.

The Leader of Teacher Development will, in partnership with the College Leadership Team, lead the development of a College culture that provides for the spiritual, intellectual, emotional and physical growth of each student:

- Commits to Catholic College Sale Strategic Directions
- Endorses a leadership culture of respect, collaboration and continuous improvement.
- Promotes teacher professional learning and development through systematic and collaborative leadership, which supports Catholic College Sale and the Diocese of Sale strategic goals.
- Strives for continual improvement for all, through personal, professional and leadership goals that commit to the processes of student growth and development.
- Is welcoming of change and innovation and commits to the use of data to inform practice and build teacher capacity.
- Acts as a change agent to facilitate the implementation of holistic active learning for teachers and students which support best practice and growth in student outcomes.
- Facilitates the development and provision of a learning culture that is flexible, adaptable, student centred, which supports and enables each teacher to provide the best learning environment for all students.
- Demonstrates a sound knowledge of contemporary teacher professional learning and practice, including skills and knowledge that supports pedagogical trends to achieve best practice outcomes for students.
- Contributes collaboratively to the Learning Development and Professional Learning Teams.
- Engages in ongoing professional learning that will promote a culture that supports a learning environment where students and their teachers are challenged and engaged.
- Builds positive and ongoing relationships and partnerships with parents/carers.

Team Structure:

The Leader of Teacher Development works with the Assistant Principal - Learning and Teaching and Learning Area Leaders to provide leadership related to teacher professional learning and development. The Leader of Teacher Development will report to the Assistant Principal - Learning and Teaching.

Specific Responsibilities:

The Leader of Teacher Development will provide teacher professional learning leadership and develop processes and programs that support the ongoing professional journey of each teacher. The intent of this role is to recognise that the teacher is critical to every student achieving his/her best. Therefore, CCS considers the professional learning and engagement of teachers as vitally important to achieving the goals of enabling 'every student to be their best every day.'

The Leader of Teacher Development will work with the Learning Development Team to ensure contemporary and effective teaching practices and pedagogy is developed in line with the College Strategic Plan.

In this role, the Leader of Teacher Development is expected to collaborate and liaise with the Leader of Innovation, Assistant Principal - Learning and Teaching and others as appropriate to ensure the professional development of each teacher is supported in line with CCS directions and goals.

The Leader of Teacher Development is responsible for:

- Development of teacher learning and professional growth which enables students to achieve their full potential.
- Use data, research and feedback to develop effective learning and teaching strategies for teachers through Learning Area and Professional Learning Teams.
- Monitor, coach and develop teacher pedagogy and use of data to ensure best practice for continuous improvement.
- Build a culture of shared practice to improve pedagogy.
- Develop appropriate programs, systems and strategies that support and encourage teacher learning and development.
- Lead professional learning opportunities for colleagues that foster the development and progress of a whole school learning focus.
- Facilitate professional learning experiences that support colleagues to develop their approaches to delivering curriculum context in ways that promote active learning of students.
- Manage and monitor the Graduate Teacher Program.
- Publicly support the Catholic culture and ethos of Catholic College Sale
- Build ongoing relationships of understanding and engagement with colleagues, students, parents and carers.
- Attendance at Learning Development Team and Professional Learning Team meetings.
- Regular communication and meetings with Assistant Principal - Learning and Teaching.
- Other duties as requested by the Principal from time to time.

Professional Responsibilities and Accountability:

The role of the Leader of Teacher Development at Catholic College Sale is expected to:

- Reflect and nurture the Vision of the College in the course of their work
- Commit to and provide Christian leadership through vision, service and example.
- Energise staff, students and parents through the development of quality relationships and the fostering of community.
- Promote a culture of ongoing improvement.
- Ensure all leadership decisions are implemented in a professional and equitable manner.
- Ensure the role is carried out in a responsible and ethical manner.
- Present consistently and effectively as a role model for others.
- Ensures ongoing familiarity and commitment to College and Diocesan Policies
- Ensures exemplary commitment to all Child Safe Policies and Protocols.

Classification:

POL: 3

Time Allowance: 12 periods per cycle

Tenure: 2021-2023, Review: 2021

Please note: this role description will remain draft for 2021 to ensure the clarity of role and purpose moving forward. All POLs are appointed for a period of 3 years, with a formative leadership review undertaken at the end of Year 1 of the appointment.