

# Leader of Pedagogy 1 FTE (0.5 FTE release)

## McCarthy Catholic College Tamworth

### Position Description

McCarthy Catholic College is seeking an outstanding teacher and Middle Leader to work with subject-based teacher teams. The focus of the work is improved pedagogy, team coherence and student learning outcomes. The position is permanent and ongoing. The Leader of Pedagogy component is contracted until December 2023. An ability to teach a number of subjects is an advantage with an ability to lead across Key Learning Areas highly regarded. The successful applicant will be able to articulate a contemporary, student-centred perspective on pedagogy and be able to show evidence of recent work to improve teacher practice, build stronger teams and improve student learning.

### [Click here to apply.](#) Applications 20 October 2021

<b>Position level</b>	NSW and ACT Catholic Systemic Schools EA 2020 NSW Teacher - Salaries (Standards)
<b>Base salary range (Full-time)</b>	\$65,165 - \$114,720 per year (based on skills, experience & NESA accreditation)
<b>Coordinator 2 Allowance</b>	\$16,756 gross per annum for a full-time position
<b>Load release</b>	0.5 FTE
<b>Reports to</b>	Principal
<b>Location</b>	McCarthy Catholic College, Tamworth
<b>Employment type</b>	Full-time 1.0 FTE
<b>Employment status</b>	Permanent teaching role 2 year Leader of Pedagogy contract (renewal subject to successful performance)

### About McCarthy Catholic College

McCarthy Catholic College is a co-educational high school, from years 7 to 12 educating over 800 students. The College was formed in 2000 with the amalgamation of Our Lady of the Rosary College and McCarthy Catholic Senior High School and continues the traditions in Catholic education of the Dominican Sisters and Christian Brothers. McCarthy is a systemic College in the Diocese of Armidale with a vision to promote Christian discipleship, life-long learning and service to others.

The College is located in Tamworth, a regional city of over 62,000 people. Tamworth provides the best of both worlds - the ease of a country lifestyle and the convenience of city facilities. With a state of the art Australian Equine and Livestock Events Centre, regional conservatorium of music, entertainment and conference centre, sporting complex and the largest country music festival in the southern hemisphere just to name a few, it is easy to see why Tamworth was named the “perfect country town” by an Australian Traveller magazine.

For further information on the school, please visit <https://mccarthy.nsw.edu.au/>.

## Commencement

The commencement date for this position will be negotiated with the successful applicant.

## Position Purpose

The Leader of Pedagogy supports the principal in the instructional leadership of the school and is a member of the leadership team. The Leader of Pedagogy supports system improvement goals and specific site-based improvement goals reflected in school Annual Improvement Plans. It is essential that the person in this role has the capacity to model quality learning and teaching, a desire to undertake deep research and professional reading and an ability to translate theory into action in order to increase teacher capacity and lift student faith and learning outcomes.

## Key Responsibilities

Duties related to the position include but are not limited to the following:

Key area	Task
<b>Catholic Identity and Religious Leadership</b>	<ul style="list-style-type: none"> <li>● Give personal witness to the teachings of the Gospel and to Catholic values in personal interactions and in carrying out the day-to-day duties of the position.</li> <li>● Give leadership to the Catholic identity, life and culture of the school within the evangelising Mission of the Church.</li> <li>● Encourage the development of effective relationships between the school and parish through communication and support for their shared ministry.</li> <li>● Give leadership to the integration of Catholic Values across the Curriculum.</li> <li>● Support and promote the initiatives and work of the Religious Education Coordinator in liturgy and curriculum.</li> </ul>

	<ul style="list-style-type: none"> <li>● Take a leadership role in creating an environment that is welcoming, hospitable, life-giving and just.</li> </ul>
<b>Instructional and Curriculum Leadership</b>	<p>In collaboration with the Principal and the School Leadership Team;</p> <ul style="list-style-type: none"> <li>● Promote and oversee teaching and learning practices to ensure that they support the Religious and education goals and values of the school.</li> <li>● Take a leadership role in the development of effective school-wide pedagogy, strategies and interventions that enhance student achievement.</li> <li>● Support the Leader of Academic Care (Learning and Curriculum) to ensure effective curriculum planning, implementation and evaluation.</li> <li>● Promote the use of sound assessment processes and the analysis and skilled use of data to inform learning and support planning and teaching as practice.</li> <li>● Model and give leadership to effective teaching practice and classroom management strategies.</li> <li>● Work with a Professional Learning Team of teachers in analysing student data, planning and sharing teaching practice and implementing effective intervention and enrichment programs for students.</li> <li>● Support and assist teachers with positive classroom management strategies.</li> <li>● Participate in appropriate communication with, and involvement of, parents in the education of their children.</li> </ul>
<b>Enabling Leadership</b>	<p>In collaboration with the Principal and the School Leadership Team;</p> <ul style="list-style-type: none"> <li>● Give leadership to the development of a culture and practice of continual improvement and the implementation and evaluation of the school's improvement processes.</li> <li>● Take a key leadership role in the development, implementation and evaluation of the Annual Development Plan and the development of the Annual Report.</li> <li>● Establish and maintain effective lines of communication and follow-up processes to support the information needs of the Principal, Leadership Team, colleagues, and the school community.</li> <li>● Assist with induction and ongoing support of staff.</li> <li>● Initiate processes and strategies that support teacher professionalism and team building and enhance staff morale.</li> <li>● Take a leadership role in the development, implementation and evaluation of the Student Support Framework "Living Well, Learning Well" which includes a wellbeing, behaviour and academic support framework for students and schools.</li> <li>● Promote and support consultation, dialogue and partnership with parents at all levels.</li> </ul>

	<ul style="list-style-type: none"> <li>● Facilitate the effective management of conflict situations and response to complaints and ensure procedural fairness in resolving complex issues.</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>● Attend to any other matters appropriate for the position and consistent with the skills of the incumbent.</li> </ul>

McCarthy Catholic College Tamworth reserves the right to alter roles and responsibilities requirements as required.

## **Selection criteria**

### **General expectations of staff at McCarthy Catholic College**

- Respect of and a commitment to the Catholic ethos and a willingness to foster it.
- Serve the employer faithfully, honestly, efficiently and diligently and exercise all due care and skill in the performance of your duties.
- Act as a team member, developing and supporting the philosophy and ethos of the team.
- Willingness to undertake professional development.
- Maintain strict observance of school policies, rules and procedures including the reporting of improper or unethical conduct.
- Observe and comply with all WHS protocols.
- Ensure all colleagues, students and parents are provided with quality service in a timely, efficient and friendly manner.
- The ability to maintain strict confidentiality and to exercise discretion and sound judgement.
- Act in a professional and respectful manner at all times.
- Comply with the [Framework for the Accreditation of Staff in Catholic Schools](#).
- Employment with McCarthy Catholic College is conditional upon successful applicants having or obtaining a valid and current NSW Working with Children Check Clearance.

### **Essential criteria**

- Demonstrated deep knowledge of contemporary pedagogical practices and 7-12 curriculum, with a demonstrated ability to implement these practices to a very high standard in contemporary classrooms.
- Demonstrated highly effective leadership, collaboration, communication, organisation and time management skills.
- Demonstrated capacity to build, develop and maintain effective teams and develop cooperative and constructive working relationships that promote quality teaching and learning practices
- Ability to successfully initiate, plan, implement, review and renew programs in response to new educational needs and priorities.

- Demonstrated capacity to evaluate and critically reflect upon professional practice and to assist and support colleagues to develop their own skills through involvement in professional development.
- Success in implementing effective improvements in a school setting.

### **Desirable criteria**

- Evidence of relevant recent professional learning related to Religious Education, Leadership and Pedagogy.

### **Application**

For questions regarding the professional nature of this position, please contact Christine Gall, Senior Office Manager on (02) 6761 0879.

Before submitting your application, please ensure the following:

- You have carefully read the position description and ensure you understand the role you are applying for and that it is suited to your skills, experience and qualifications.
- **Complete the relevant online application form** by [clicking here](#) and attach a cover letter (optional) and CV that clearly outlines your qualifications and career history.

*Preferred applicants must have the right to work in Australia and will be subject to employment screening.*