

Assistant Principal

St Nicholas Primary School Tamworth

Position Description

[Click here to apply.](#) Applications close 9 August 2022.

Position level	NSW and ACT Catholic Systemic Schools EA 2020 NSW Teacher - Salaries (Standards)
Base salary range (Full-time)	\$66,494 - \$117,060 per annum (based on skills, experience & NESA accreditation)
Assistant Principal Allowance	\$33,679 per annum
Reports to	Principal
Location	St Nicholas Primary School Tamworth
Employment type	Full-time (1.0 FTE)
Employment status	Permanent teaching role 3-year Assistant Principal contract (renewal subject to successful performance)

About St Nicholas Primary School, Tamworth

St Nicholas School is a Catholic Parish school of over 600 students ranging from Kindergarten to Year 6. The School was established in 1876 and has a long tradition of academic, sporting and cultural excellence. St Nicholas has a relentless focus on learning where teachers work in high functioning teams.

St Nicholas has a proud history of supporting staff, with adult and student learning viewed with equal importance. This is based on contemporary research and the understanding that improved student learning outcomes arrive from increasing the capacity of already highly capable educators.

Music, Choir, Dance and Debating have always been an enjoyable part of our curriculum. Information Technology is an essential part of the curriculum, and we also provide a multicultural focus through curriculum units and visiting educators.

St Nicholas School cares for the individual. Staff, parents and children all work together to ensure each child is respected and accepted as a happy individual.

With a population of over 60,000, Tamworth was named the “perfect country town” by an Australian Traveller magazine. Tamworth provides the best of both worlds - the ease of a country lifestyle and the convenience of city facilities. Tamworth is cool in winter and pleasantly hot in summer, a place where you can choose your pace - take a rest or feel the rhythm. You’ll discover unique experiences, rich landscapes and world-class events year-round, including the largest country music festival in the southern hemisphere, a festival celebrating our enviable local produce and a festival celebrating cultural diversity.

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

Position Purpose

The Assistant Principal shares with the Principal in all aspects of the school’s leadership and management and takes responsibility for the school in the Principal’s absence. As a key member of the School Leadership Team, the Assistant Principal shares responsibility for leadership of the school’s vision, mission and improvement agenda in a way that reflects the Catholic nature of the school. The Assistant Principal works with the Principal in the three key areas of; Catholic Identity and Religious Leadership, Teaching and Learning and Administration and Pastoral Care. The Assistant Principal contributes in a significant way to the Catholic life of the school, the development of a professional learning community, the overall management of the school and compliance requirements in all areas.

Commencement

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

Key Responsibilities

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

Key area	Task
Catholic Identity and Religious Leadership	<p>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.</p> <ul style="list-style-type: none"> ● Give leadership to the Catholic identity, life and culture of the school within the evangelising Mission of the Church. ● Encourage the development of effective relationships between the school and parish through communication and support for their shared ministry. ● Give leadership to the integration of Catholic Values across the Curriculum. ● Support and promote the initiatives and work of the Religious Education Coordinator in liturgy and curriculum. ● Take a leadership role in creating an environment that is welcoming, hospitable, life-giving and just.
Instructional and Curriculum Leadership	<p>In collaboration with the Principal and the School Leadership Team;</p> <ul style="list-style-type: none"> ● Promote and oversee teaching and learning practices to ensure that they support the Religious and education goals and values of the school. ● Take a leadership role in the development of effective school-wide pedagogy, strategies and interventions that enhance student achievement. ● Give leadership to curriculum planning, implementation and evaluation. ● Promote the use of sound assessment processes and the analysis and skilled use of data to inform learning and support planning and teaching practice. ● Model and give leadership to effective teaching practice and classroom management strategies. ● 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. ● Support and assist teachers with positive classroom management strategies. ● Participate in appropriate communication with, and involvement of,

	parents in the education of their children.
Enabling Leadership	<p>In collaboration with the Principal and the School Leadership Team;</p> <ul style="list-style-type: none"> ● Exercise a significant role in the effective daily administration of the school. ● Give leadership to the development of a culture and practice of continual improvement and the implementation and evaluation of the school's improvement processes. ● Take a key leadership role in the development, implementation and evaluation of the Annual Improvement Plan and the development of the Annual Report. ● Ensure due process in facilitating the implementation of and compliance with government legislation and school and system policies and procedures. ● 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. ● Facilitate and support effective procedures for the development, maintenance of and access to school records. ● Assist with the selection, induction and ongoing support of staff. ● Initiate processes and strategies that support teacher professionalism and team building and enhance staff morale. ● 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. ● Promote and support consultation, dialogue and partnership with parents at all levels. ● Facilitate the effective management of conflict situations and response to complaints and ensure procedural fairness in resolving complex issues.
General	<ul style="list-style-type: none"> ● Attend to any other matters appropriate for the position and consistent with the skills of the incumbent.

St Nicholas Primary School Tamworth reserves the right to alter role and responsibility requirements as required.

General expectations of staff at St Nicholas Primary School Tamworth

- 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.
- Maintain strict observance of school policies, rules and procedures including reporting of improper or unethical conduct.
- Observe and comply with all WHS protocols.
- The ability to maintain strict confidentiality and to exercise discretion and sound judgment.
- Act in a professional and respectful manner at all times.
- Employment is conditional upon successful applicants having or obtaining a valid and current NSW Working with Children Check Clearance.

Selection criteria

Essential criteria

- An active Catholic with an appreciation of and commitment to Catholic life and practice.
- Four year trained classification with relevant experience.
- Possession of, or willingness to obtain appropriate qualifications in accordance with Category E of the Framework for Accreditation of Staff in Catholic Schools.
- Demonstrated deep knowledge of contemporary pedagogical practices and K-6 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.
- Proven ability to work positively with students and their parents/teachers on behaviour support matters.
- Demonstrated ability to develop staff at individual and whole school level and to build the leadership capacity of staff.

Desirable criteria

- Evidence of relevant recent professional development related to Religious Education, Leadership and Curriculum.
- Proficient in the use of ICT.
- Demonstrated skills in negotiation and conflict resolution.
- Proven capacity to build relationships with all groups in the school community.
- Demonstrated effectiveness in leadership role/s in Catholic School/s.

Application

For questions regarding the professional nature of this position, please contact our Employee Services Team on (02) 6772 7388 or email jobs@arm.catholic.edu.au.

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.