

Leader of Pedagogy (LOP)

St Joseph's Primary School Quirindi

Position Description

[Click here to apply.](#) Applications close 5 December 2022

Position level	NSW and ACT Catholic Systemic Schools EA 2020 NSW Teacher - Salaries (Standards)
Base salary range (Full-time)	\$66,494 - \$117,060 gross per annum (based on skills, experience & NESA accreditation)
LOP allowance	\$8,380 gross per annum (Coordinator 1 allowance)
Reports to	Principal
Location	St Joseph's Primary School Quirindi
Employment type	Full-time (1.0 FTE)
Employment status	Permanent teaching role 12 month Leader of Pedagogy contract

About St Joseph's Primary School, Quirindi

Our vision at St Joseph's Quirindi, is to be an authentic & inclusive Catholic Professional Learning Community which fosters school, parish and community engagement.

We have a genuine focus on learning. We believe every student can achieve to a high standard given the right learning opportunities and support. Teachers plan lessons according to the needs of the students and keep accurate data on each student's learning growth. We encourage parents to be involved in their child's learning through regular formal and informal contact with teachers. Each year we have two 3 Way Student Learning Conferences; where the students lead the conversation on how they are going with their learning. Students, parents and teachers work collaboratively to set learning goals.

Catholic Education began in Quirindi in January 1885 with the arrival from Lochinvar of three black habit St Joseph's Sisters to establish a school. Quirindi was then in the Gunnedah Parish in the Diocese of Maitland. In 1887 following the re-organisation of Diocesan boundaries, Quirindi was incorporated into the Armidale Diocese and the Sisters from Lochinvar were withdrawn and returned to Maitland.

In 1888, following a request to Mother Mary MacKillop from Bishop Torreggiani, a community of four sisters of the brown habit of St Joseph was established in Quirindi to run the school. These nuns came from Mount Street, North Sydney.

Quirindi is a medium-sized rural service centre which is surrounded by rich agricultural and pastoral properties where sorghum, corn, oats, chickpeas, cotton, canola, sunflowers, wheat and barley are grown. It is a quiet and peaceful town which prospers because the soils are good and the local farmers are efficient.

Quirindi is located on the NSW North West Slopes and is known as the Gateway to the North-west. Quirindi is located 345 km north of Sydney via the Newcastle Freeway and the New England Highway. It is 83km south of Gunnedah on the Kamilaroi Highway and 390 m above sea-level and at the southern edge of the Liverpool Plains.

There is no dispute that 'Quirindi' is a Kamilaroi word but no one is sure what it means. The current definitions vary so widely - variously they include 'dead tree on the mountain', 'place where fish spawn' and 'a nest in the hills' - that it is probably fair to say the meaning is unknown.

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

Position Purpose

The Leader of Pedagogy supports the principal in the instructional leadership of the school and is a member of the leadership team. 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.

Commencement

The commencement date for this position will be 27 January 2023 or as negotiated with the successful applicant.

Key Responsibilities

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

Key area	Task
Catholic beliefs and practices	Integrates Catholic beliefs and practices into all aspects of teaching and learning by: <ul style="list-style-type: none"> ● Upholding Catholic identity and mission across the curriculum and supporting improvement in faith outcomes for students. ● Witnessing to the Diocese of Armidale, Diocesan Mission Statement for Catholic Schooling, in the localised context of the school. ● Demonstrating pastoral care and wellbeing to all students. ● Working collaboratively with all staff to support the mission of the school. ● Demonstrating deep personal knowledge and understanding of the Core Catholic Principles and Values. ● Assisting school personnel to clearly articulate learning experiences that target Core Catholic Principles and Values in all Key Learning Areas.
School and Diocesan Annual Plans	Leading and implementing the School and Diocesan Annual Plans by: <ul style="list-style-type: none"> ● Co-contributing to the growth of a collaborative learning vision for the school and ensuring this vision is clearly understood, shared and enacted. ● Contributing to the design and implementation of the Annual Plan through informed target setting for improved student outcomes, especially in the K-2 reading, writing and numeracy. ● Monitoring and providing evidence to support the planning cycle.
Catholic professional learning	Engage in Catholic professional learning by: <ul style="list-style-type: none"> ● Participating in system initiatives such as Leading Collaborative Learning with Dr Lyn Sharratt. ● Implementing the Leading Collaborative Learning processes in the school. ● Leading the whole school focus on developing a culture of collaboration. ● Leading the implementation of structural and cultural change required to build effective collaborative learning. ● Using the Australian Professional Standards for Teachers and the professional learning needs of colleagues to plan and lead the development of professional learning policies and programs. ● Engaging with appropriate colleagues in professional dialogue that is informed by feedback, analysis of current research and practice to improve the educational outcomes of students. ● Initiating collaborative relationships that expand professional learning opportunities. ● Working closely with the leadership team to ensure team planning and collaboration occurs.

Building teacher capacity	<p>Contributes to building the capacity of teachers by:</p> <ul style="list-style-type: none"> • Modelling, coaching and promoting classroom strategies that maximise student learning and incorporate the principles of collaborative learning. • Critically reviewing research on best practice in teaching and learning to assist colleagues to further develop their teaching expertise. • Establishing and leading teacher collaborative learning teams through processes of dialogue, feedback, inquiry, action and reflection.
Leadership development	<p>Contributes to the development of leadership by:</p> <ul style="list-style-type: none"> • Leading the school's culture of high expectations, collaborative planning and monitoring of student learning. • Working collaboratively with the Leadership Team to ensure key issues are regularly being evaluated and improved upon. • Providing expertise in curriculum integration and development. • Demonstrating sound pedagogical practice and expertise in planning cycle.
Management of school data	<p>Assist in the management of school data required to demonstrate evidence based teaching by:</p> <ul style="list-style-type: none"> • Supporting teachers in the analysis of all school performance data, especially in NSW Action Plan data accountabilities, where appropriate. • Monitoring student and school literacy and numeracy performance to identify areas of student need and staff professional learning. • Assisting teachers in the design and implementation of classroom strategies as part of their response to intervention, with particular reference to literacy and numeracy.
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 Joseph's Primary School, Quirindi reserves the right to alter roles and responsibilities requirements as required.

Selection criteria

General expectations of staff at St Joseph's Quirindi

- 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.
- Ensure appropriate behaviours when engaging with children.

- 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.
- Employment with St Mary of the Angels Guyra is conditional upon successful applicants having or obtaining a valid current NSW Working with Children Check Clearance.

Essential criteria

- Appropriate teaching qualifications and current NESA registration.
- 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.
- 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.
- Meet the criteria and be willing to teach Religious Education in the Diocese of Armidale in accordance with [Framework for the Accreditation of Staff in Catholic Schools](#).

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.

Application

For questions regarding the professional nature of this position, please contact Pauline Long, Principal on (02) 6746 1033 or email plong@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.