



BLUE MOUNTAINS GRAMMAR SCHOOL

Director of Pedagogy and Innovation

Permanent, Full-Time Position

Introduction

Blue Mountains Grammar is a co-educational Christian School in the Anglican tradition for Students from Pre-Kindergarten to Year 12. Established in 1918, the whole community; staff, parents and students; are committed to achieving the highest academic outcomes possible for each student, whilst maintaining an emphasis on values, faith, and hope. The School's Anglican heritage and ethos informs all that it does and we maintain a proud tradition of academic excellence founded on high-quality teaching, learning, and interpersonal relationships within an inclusive community in the heart of a beautiful World Heritage listed National Park. With highly professional and experienced staff, our rigorous approach to teaching and learning and our strong wellbeing and student leadership programs develop outstanding, well-rounded, and responsible citizens who are empowered by a unique inner strength and confidence, and equipped with the skills and knowledge needed to make a positive contribution to our world and excel at whatever they do.

The Position

As a member of the School Executive, the Director of Pedagogy and Innovation will be a strategic and supportive member of the School's leadership team. The successful candidate will effectively manage an agenda of change focused on academic excellence and the incremental raising of standards. They will play a key role in the development of the School as it continues to evolve as an innovative, high performing and emotionally intelligent 21st century organisation. The role requires oversight of the professional development of teachers to ensure they remain at the forefront of educational innovation and the preparation and provision of a program of professional development for teachers.

The role is responsible for the quality and supervision of academic learning across both Primary and Secondary educational settings. Curriculum is the responsibility of other members of the Executive, however the Director of Pedagogy and Innovation will focus on the leadership of excellent teaching practice and how it impacts learning. This includes the integration of the School's educational philosophy and its Ad Altiora Framework into everyday teaching practice. It also includes an ongoing commitment to undertaking and applying best practice approaches, informed by current research and involving partnerships with like-minded schools, the Association of Independent Schools, Harvard University's Project Zero, The Learning Organisation (TLO), Australian universities and other organisations.

Employment Conditions

The Director of Pedagogy and Innovation will be employed on the following basis.

1. Permanent, full-time position;
2. Commence in January 2022;
3. 0.4FTE teaching load;
4. Reports to the Headmaster;
5. Salary in accordance with the MEA;
6. Leadership Allowance Level 3.

Strategic Direction and Development

1. Contribute to the School strategic plan and its implementation;
2. Lead the development of School policies relating to teaching and learning;
3. Ensure annual goals are determined and pursued;
4. Help to create a culture of thinking amongst staff and students that demands critical inquiry, positive attitudes and respect towards each other, the environment, the community and the wider world;
5. Ensure departments employ a co-ordinated and coherent pedagogical approach using developmentally appropriate strategies to enhance achievement of all students;
6. Work with individual teachers and Heads of Department to explore innovative and best-practice pedagogies and progressively re-imagine the School's educational philosophy and approach;
7. Monitor the work of faculties and individuals and ensure evaluative reports are produced that outline progress towards annual goals.



Teaching and Learning

1. Inspire and motivate staff through modelling 'excellence' as a leading classroom practitioner;
2. Lead and sustain highly effective teaching and learning practices throughout the School through data-analysis as well as structured monitoring, evaluation and review processes that include colleagues from like-minded schools and other advisers and consultants;
3. Monitor and evaluate the quality of teaching and standards of each student's achievement and use benchmarks to set targets for improvement;
4. Monitor standards in all subjects and initiate enquiries and investigations into opportunities as well as areas of concern as they arise.
5. Ensure IT resources are effectively and innovatively used and developed to support students' learning;
6. Effectively implement appropriate quality control systems.

Professional Learning

1. Effectively plan and deliver ongoing and effective professional development activities to promote high quality teaching and learning;
2. Sustain Professional Reading Groups centred around topics relevant to Teaching and Learning;
3. Co-ordinate the sharing of best practice initiatives across the School and seek opportunities to collaborate with other innovative and high performing schools and networks to share and develop pedagogies.

Leading and Managing Staff

1. Participate in the recruitment, induction and professional learning of new staff and provide monitoring and support;
2. To ensure a School-wide focus remains on pedagogy:
 - 2.1 attend Heads of Department team meetings and make regular contributions to these meetings; and
 - 2.2 meet regularly with key educational leaders.
3. Ensure performance management, growth coaching and appraisal arrangements are effective so as to secure outstanding academic performance;
4. Work with Staff to ensure the effective professional development and assessment of newly qualified and experienced teachers, and ensure support is provided to enable them to meet expected professional standards.

Privacy Guidelines – Employment Collection Notice

1. In applying for this position, the applicant will be providing Blue Mountains Grammar School with personal information;
2. The School will collect the information in order to assess the application for employment and may keep this information on file if your application is unsuccessful in case another position becomes available;
3. The School's Privacy Policy contains details of how the applicant may complain about a breach of the Australian Privacy Principles or how the applicant may seek access to personal information collected about them. However, there may be occasions when access is denied. Such occasions would include where access would have an unreasonable impact on the privacy of others;
4. The School will not disclose this information to a third party without your consent;
5. The School is required to conduct employment checks under Child Protection laws. The School may also collect personal information about applicants in accordance with these laws;
6. The School may store personal information in the 'cloud', which may mean that it resides on servers which are situated outside Australia;
7. If the applicant provides personal information of others, the School expects applicants to inform them, explain the reason, advise them that they can access that information if they wish and that the School will not disclose the information to third parties.

Child Protection and First Aid

The successful applicant is required to produce their current Working with Children Check number and will be subject to employment screening with the Office of the Children's Guardian. The successful applicant will be expected to possess a current First Aid certificate.



Application Guidelines

1. To apply for this position, the applicant must be eligible to work in Australia;
2. Applications should include a Covering Letter of no more than two pages in PDF format;
3. Applications should include a Resume of no more than 4 pages in PDF format;
4. Applications must also include the following information:
5.
 - Personal details;
 - Working with Children Check clearance;
 - A summary of your current employment position;
 - A concise summary of your employment history;
 - Cultural, recreational and other interests.
 - Names, positions and contact details of three (3) referees;
6. Short-listed applicants may be asked to bring original documents or certified copies of transcripts of qualifications to the interview;
7. All applications will be acknowledged upon receipt;
8. Applicants are encouraged to apply as soon as possible to secure an interview.
9. Applications close 22nd September 2021.