



L'RACE ASSESSMENT FRAMEWORK FOR POSITIONS OF ADDITIONAL RESPONSIBILITY HEAD OF SCHOOL/HEAD OF FACULTY

Applicants are to address the following Selection Criteria.

SC1: Leadership in Learning

The applicant displays their competence and/or capacity to lead through Christian vision and values and to persuade and influence others in order to:

- achieve a Faculty vision consistent with the College vision
- operate from a Christian foundation
- interpret and operationalise the College strategic plan
- contribute to effective implementation of College policies and procedures
- mentor and model quality teaching practices and strategies
- model life-long learning for professional growth
- promote and support professional development and training
- respond appropriately to a changing environment

SC2: Right Relationship & Enjoyment

The applicant displays their competence and/or capacity to develop trust and to build positive relationships in order to:

- communicate effectively
- interpret situations and influence people
- build effective relationships with individuals and teams
- build and maintain collaborative partnerships

SC3: Affirming Individuals:

The applicant displays their competence and/or capacity to meet the needs of students in order to:

- model and demonstrate effective behaviour management strategies
- demonstrate flexibility and innovation in response to the needs of learners
- promote and review effective teaching and learning

SC4: Clear Vision & Goals:

The applicant displays their competence and/or capacity to apply strategic decision making and resource management in order to optimise the use of:

- personnel
- financial resources
- information and technology
- assets, facilities and utilities
- organisational timeframes
- to achieve agreed goals

SC5: Embracing Challenge:

The applicant displays their competence and/or capacity to maximise quality teaching and learning in order to:

- develop and implement site-based curriculum
- deliver a rich understanding of Faculty-related subjects and concepts