L’RACE ASSESSMENT FRAMEWORK FOR
POSITIONS OF ADDITIONAL RESPONSIBILTY
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