

Key Selection Criteria

Applicants are reminded to address the points under each of the following criteria within no more than one A4 page for each criterion using the Calibri 12-point font.

1. Educational Leadership

- I. Demonstrated capacity for visionary pedagogical leadership, that are intellectually challenging, innovative, and promote the pursuit of academic excellence and social responsibility to achieve high quality student outcomes
- II. A capacity to build a learning environment, through the effective use and analysis of data, that takes account of the individual needs of students and staff, and helps students and staff to develop their unique and diverse abilities and talents
- III. Comprehensive knowledge and application of effective teaching strategies, including learning technologies, that embed learner agency in the classroom, and demonstrates an understanding of how students learn, especially in the areas of literacy and numeracy

2. Leadership of staff and students

- I. Highly developed skills in strategic planning and leading and managing change (including the leadership of others in the process of change), especially in the College's Tri-Partnership relationship between Parents, students and School in an expanding College
- II. A highly developed capacity to motivate staff, develop their talents and build an and maintain a high-performance Head of Department team
- III. Proven ability to develop cooperative and productive working relationships that promote excellence and continuous improvement, especially working with the K-12 Leadership Team

3. Interpersonal and communication skills

- I. Highly developed interpersonal and communication skills, with a proven capacity to promote a family centered approach toward education in individual, small group and community contexts by providing support (and a resolution) for staff, student and parents when relevant issues arise
- II. Exemplary values pertaining to personal qualities of sincerity, honesty, modesty, respectfulness, humility, courage, compassion, cleanliness, trustworthy, justice, and forgiveness to create a climate of care and hospitality and nurturing respect for difference
- III. An ability to work with parents and the community to develop a strong learning environment by fostering the appropriate an ongoing involvement of parents in the teaching and learning program

4. Culture and community

- I. Demonstrated commitment and outstanding ability to support and nurture the vision, purpose, values and beliefs of the College and the College community
- II. Demonstrated commitment to personal growth as an educational leader with a knowledge of current educational and school leadership research and good practice, including a commitment to creating and sustaining effective professional learning communities within the school through Annual Goal Setting, Professional learning and Professional Review processes
- III. Proven capacity to develop and sustain strong partnerships and networks that contribute to a shared vision in a school community and the continued development of a unique school culture

5. Operational

- i. Knowledge of the curriculum requirements of ACARA and the New South Wales Education Standards Authority (NESA)
- ii. Demonstrated ability to effectively implement the College's policies, procedures and practices, including the ability to manage and lead around the issues related to academic compliance and curriculum information processes for students and parents
- iii. Highly developed analytical, conceptual and decision-making skills to lead and manage the College's Timetable and Daily Operations process