

SIENA COLLEGE 2026



DEPUTY PRINCIPAL LEARNING & TEACHING



SIENA
COLLEGE
CAMBERWELL

**CELEBRATING 86 YEARS,
SIENA COLLEGE IS AN
INDEPENDENT CATHOLIC
SECONDARY SCHOOL FOR
GIRLS FOUNDED BY THE
DOMINICAN SISTERS
IN 1940.**

We are proudly part of
Dominican Education Australia (DEA),
enriched in Dominican Tradition and values
while empowering young women from
Years 7 to 12.

Located in Camberwell, the heart of
Melbourne's east, we are governed by
the Siena College Board and maintain our
commitment to truth-seeking, justice and
academic excellence.

OUR IDENTITY

Siena College, a Catholic secondary school in the Dominican Tradition, engages young women in a challenging education that empowers them with the personal resources to make a difference in the world, by searching for truth through a culture of lifelong learning.

Our vision is to be a vibrant, faith filled community with a commitment to justice, truth, reconciliation and compassion. We aspire to provide exemplary and innovative education that will challenge students to achieve their personal best and to embrace the future with hope, courage and confidence. The College motto, *Veritas*, connects the school to its 800-year Dominican Tradition and challenges the community to be truth seekers and teachers.

Our approach to education encourages our young people to identify their strengths, enhance their sense of self-worth and be open to new ideas. Within our Dominican Tradition, we are a Catholic faith community recognising that each member is on an individual faith journey.

Our tradition is framed around the four pillars of Dominican life:

Study

Enabling us to explore and discern truth in our contemporary world. Our students are encouraged to value intellectual curiosity, critical inquiry, academic excellence, and creative imagination.

Community

United as one, the Siena community is essential to our educational mission. We support and challenge one another, share our diverse talents, and extend hospitality. We also respect and celebrate individual differences, creating an inclusive environment where every student can thrive.

Contemplation

Creating time and space for personal and communal reflection. We promote compassion and human dignity through interfaith dialogue and intercultural understanding.

Service

Building on St Dominic's 13th century vision of education as a force for positive change, today we demonstrate our values through service to others, support for global initiatives, and advocacy for those who are marginalised. A Siena education prepares students to be ethical leaders and global citizens through our unwavering commitment to social justice.

POSITION DESCRIPTION: DEPUTY PRINCIPAL LEARNING & TEACHING

Responsible to: Principal Employment Terms

Employment is in accordance with terms and conditions as outlined in the Catholic Education Multi-Employer Agreement (CEMEA 2022).

Remuneration is in accordance with the CEMEA 2022 and dependent on skills and experience.

Full Time

Commencement January 2027

Contract Term 5 years, ongoing Teaching

This position involves a teaching load (to be negotiated with the Principal)

Participation in mid-term appraisal

All staff members of Siena College are expected to support and promote the College mission. Siena College, a Catholic secondary school in the Dominican tradition, engages young women in a challenging education that empowers them with the personal resources to make a difference in the world, by searching for truth through a culture of lifelong learning.

The College has a universal expectation for the protection of the young women in its care and is committed to ensuring that all staff promote the inherent dignity and fundamental right of students to be respected and nurtured in a safe school environment. This commitment is drawn from and inherent to the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the Gospel. The College has a zero tolerance of all forms of child abuse and actively works to listen to and empower students. The College has policies and processes in place to protect students from abuse and takes all allegations and concerns seriously, and responds in line with the organisation's policies and procedures.

POSITION PURPOSE

The Deputy Principal Learning & Teaching provides strategic leadership of curriculum, pedagogy, assessment, professional learning and innovation across the College. Working collaboratively with the Principal and College Executive Team, the Deputy Principal Learning & Teaching advances the priorities of the '*Strategy in Action Towards 2030*' through excellence in learning, evidence-informed practice, innovation and staff capability, fostering high levels of student engagement, achievement and wellbeing within Siena's Catholic and Dominican tradition.

The role provides strategic leadership of learning improvement across the College, working through and in partnership with the Director of Learning and Innovation, Heads of Learning and other learning leaders to implement College priorities and achieve sustained improvement in student outcomes.

KEY RESPONSIBILITIES

1. College Leadership

As a member of the Executive Leadership Team:

- 1.1 Work with the Principal to promote and advance the mission of Siena College as a Catholic school for young women in the Dominican tradition.
- 1.2 Contribute to the development, implementation and review of the College Strategic Plan and Annual Action Plans.
- 1.3 Lead strategic initiatives relating to learning, teaching, curriculum innovation, student achievement and staff capability.
- 1.4 Promote a culture of continuous improvement, innovation and excellence that supports students and staff to flourish.
- 1.5 Build authentic and productive relationships with students, staff, families and external stakeholders.
- 1.6 Support the College community in navigating change through effective communication, collaboration and leadership.
- 1.7 Model and promote the Dominican values of truth, study, prayer, community and service.
- 1.8 Contribute to the overall leadership and management of the College and undertake other duties as delegated by the Principal.

2. Educational Leadership

- 2.1 Lead a whole-school approach to exemplary learning and teaching, fostering a culture of high expectations, lifelong learning and continuous improvement.
- 2.2 Maintain a comprehensive understanding of contemporary educational research, policy and emerging trends.
- 2.3 Lead evidence-informed improvement through the analysis of student achievement, engagement and wellbeing data, establishing improvement targets and evaluating impact.
- 2.4 Promote professional inquiry, innovation and emerging pedagogical practices that enhance student learning outcomes.
- 2.5 Lead the strategic integration of digital technologies, artificial intelligence and future-focused educational practices.

- 2.6 Promote collaborative professional practice that strengthens teacher effectiveness and collective efficacy.
- 2.7 Lead and promote contemporary best practice in Catholic girls' education, ensuring learning experiences empower young women to develop confidence, agency, leadership and a commitment to service.
- 2.8 Ensure learning and teaching policies and practices reflect the mission, values and strategic priorities of the College.

3. Curriculum Leadership and Administration

- 3.1 Lead the development, implementation, evaluation and continuous improvement of curriculum, assessment and reporting practices.
- 3.2 Ensure curriculum programs are contemporary, inclusive, compliant and responsive to the diverse needs and aspirations of learners.
- 3.3 Provide strategic oversight of curriculum pathways, subject selection, assessment and reporting processes.
- 3.4 Ensure curriculum design and assessment practices promote equitable access, participation and achievement for all students.
- 3.5 Ensure compliance with all curriculum, assessment and reporting requirements, including those of VCAA, VRQA and other relevant authorities.
- 3.6 Lead the College's approach to assessment and feedback practices, ensuring consistency, quality and alignment with contemporary educational research.
- 3.7 Chair and lead relevant learning and curriculum committees.
- 3.8 Prepare reports for the Principal, Board and relevant committees on student achievement, curriculum initiatives and strategic learning priorities.
- 3.9 In collaboration with the Director of Business Services, oversee relevant learning and curriculum budgets.
- 3.10 Develop strategic partnerships and networks that enhance learning opportunities for students and staff.

4. Workforce Planning and Resource Management

- 4.1 Lead strategic workforce planning for teaching staff, ensuring staffing structures support the delivery of the College curriculum and strategic priorities.
- 4.2 Work collaboratively with the College Timetable Coordinator, in the development and management of the College timetable.
- 4.3 Monitor enrolment trends, subject demand and curriculum requirements to inform staffing forecasts and future workforce needs.
- 4.4 Provide recommendations to the Principal regarding teaching allocations, staffing structures and learning area resourcing.
- 4.5 Work collaboratively with the Director of Business Services and Head of Human Resources to ensure workforce planning aligns with budget, enrolment and operational requirements.

5. Leadership of Professional Practice and Capability

- 5.1 Contribute to the recruitment, induction and development of teaching staff in collaboration with the Principal and Head of Human Resources.
- 5.2 Lead the development and implementation of a professional learning strategy aligned with the College Strategic Plan, educational research and emerging practice.
- 5.3 Develop the leadership capability of learning leaders through mentoring, coaching and professional growth opportunities.
- 5.4 Provide support and accountability to learning leaders to ensure the effective implementation of curriculum, pedagogy and assessment practices.
- 5.5 Foster a culture of professional inquiry, reflection and continuous improvement that strengthens teacher effectiveness and collective efficacy.
- 5.6 Support the formation and development of staff as educators and leaders within the Catholic and Dominican tradition.

6. Other Duties

- 6.1 Participate in Board Committees and/or the Siena Parents' Association as requested by the Principal.
- 6.2 Be a regular presence at College community events and activities outside of designated school hours.
- 6.3 Attend the College during some school holiday periods in negotiation with the Principal and as rostered.

KEY SELECTION CRITERIA

The criteria below will inform the selection process:

- A commitment to Catholic education and the ability to promote and strengthen the Dominican charism, mission and values of Siena College.
- The capacity to provide strategic leadership of learning, teaching, curriculum and assessment, translating vision into practice and driving continuous improvement in student outcomes.
- A strong understanding of contemporary educational research, evidence-informed practice and instructional leadership, with the ability to foster high-quality learning and teaching across the College.
- The ability to lead curriculum development, pathway planning, workforce forecasting, teaching allocations and timetabling processes to support sustainable and effective educational provision.
- An understanding of emerging educational trends, including digital learning, artificial intelligence and future-focused pedagogies, and the ability to lead innovation in a contemporary learning environment.
- The ability to build leadership capability, foster professional growth and cultivate a collaborative culture characterised by trust, accountability and collective efficacy.
- Highly developed interpersonal and communication skills, with the ability to build authentic partnerships with students, staff, families and external stakeholders.
- Demonstrated capacity to lead innovation, change management and strategic educational initiative.
- A demonstrated commitment to the safety, wellbeing and inclusion of all children.
- Postgraduate qualifications in Education, Educational Leadership or a related field (Masters Degree or equivalent).

Strategy in Action

Siena College's "Strategy in Action, Towards 2030," developed through collaborative consultation with students, staff, and families, represents a hope-filled commitment to the future that builds upon the pioneering Dominican Sisters' 1940 vision of providing the finest education for young women. This strategic framework seeks to position the College to enter a new chapter with confidence and capacity, equipping students with the skills, knowledge, values and attributes necessary for life and service to the world.

Grounded in the Dominican Tradition of educational excellence, the strategy and vision towards 2030 is structured around four key focus areas:

Contemporary capability: Strong, sustainable and secure

The Siena difference: Women leaders for the future

Foundations for flourishing: Learning to be and do

Leading edge learning experience: Continuous innovation and transformation.





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