



Pedagogical Coach

Marist-Sion College Warragul

Position Description

Position Information	
POL Classification Level	POL 3 under the DOSCEL Schools and Secretariat Agreement 2022
Strategic Pillar and Organisational Strand	Leadership – Professional Culture and Growth
Team Membership	Professional Culture and Growth Team Curriculum Implementation Team
Reports to	Deputy Principal – Student Learning Culture and Growth Director of Professional Learning and Development
Time-release minutes per fortnight cycle	480 minutes

Our College

Marist-Sion College, Warragul, is a Catholic co-educational secondary school, inspired by the traditions of the Marist Brothers and the Sisters of Our Lady of Sion.

Our mission is to provide an innovative education which integrates faith, learning and life in a welcoming community.

Our vision is that students experience an education where they are known and loved, grow as life-long learners, and live as active citizens inspired by the principles of Catholic Social Teaching.

Leadership Statement

At Marist-Sion College leaders develop a culture of effective learning and teaching which is future focused and based in a vibrant Catholic learning community. We are impactful leaders, building capacity and driving school improvement.

Leaders at Marist-Sion College:

- Are visionary and inspire a learning culture of high expectations.
- Build a team-based culture that is self-reflective and build positive relationships with others.
- Adopt an evidence-based approach, supporting targeted professional learning and monitoring progress in school improvement.
- Create a sustainable future by working with data to change, adapt and grow.

Leaders at Marist-Sion College are living witnesses to the Gospel who activate:

Improvement: Leaders inspire team members to support the pursuit of school improvement.

Growth: Helping others to flourish, promoting a climate of challenge, support and effective learning.

Learning: Engaging in continuous professional learning and development.

Reflection: Fostering staff wellbeing to enable/encourage others to shine through reflective practice.

“Everyone’s talents and involvement are needed” (Pope Francis – Laudato Si’ 14)

Capabilities and Responsibilities

<p>Leading Expert Teacher Practice</p>	<p>Lead the Development of Expert Teacher Practice</p> <ul style="list-style-type: none"> • Lead teacher practice relating to Tier 1 Universal Design and High Impact Teaching Strategies. • Guide teachers to use existing and emerging technologies to support and enhance pedagogical practice. • Support teachers in the use of assessment and in developing differentiated learning opportunities. • Model and contribute to positive professional dialogue among staff. • Share and celebrate effective practices in relation to all elements of student achievement. • Champion the development of differentiated instruction and learning experiences for students, including their background, culture and disability). • Collaborate with staff to use evidence-based teaching strategies and provides strategies on being flexible and responsive to student needs. <p>Coaching Pedagogical Practice</p> <ul style="list-style-type: none"> • Provide support through a coaching model to improve teacher . practice through observation and targeted professional learning. • Work with individual teaching staff to assist them in developing their professional practice through a model of instructional coaching. • Embed coaching and classroom observation as a learning culture and as an essential element of teacher growth. • Facilitate curriculum planning sessions and support the development of engaging learning and assessment tasks for students. • Lead improvement initiatives by motivating teachers, developing their expertise, and building and maintaining high performance professional teams. • Support the implementation of numeracy and literacy in all subject areas. • Support the creation of engaging and inclusive learning spaces. • Support learning area teams to establish the direction and coordination for how the curriculum is taught, consistent with recognised best instructional practices.
<p>Activating a Culture of Leadership</p>	<ul style="list-style-type: none"> • Embrace an inquiry approach that aligns, activates, and fosters collaboration among teaching teams. • Ensure a shared vision, cohesive efforts, and measurable maximum impact. • Leverage the extensive skills and knowledge of Level 2 Teachers as outlined in the DOSCEL Schools & Secretariat Agreement. • Utilise data to inform and enhance professional practices, leading to evidence based decision-making and improved outcomes. • Any other duties as directed by the College Executive consistent with the skills and experience required for this position
<p>Professional Growth and Development</p>	<p>Supporting the Professional Learning and Development of Staff</p> <ul style="list-style-type: none"> • Coaching and mentoring teaching staff. • Leading and supporting the development of expert teacher practice • Be committed to extending their own growth by engaging in ongoing professional learning and development.

Selection Criteria	
Catholic Identity	<ul style="list-style-type: none"> • Ability to promote and uphold the Catholic Identity of the College. • Accreditation to teach in a Catholic school, or a willingness to undertake accreditation to teach in a Catholic school.
Skills and Attributes	<ul style="list-style-type: none"> • Ability to lead the people and lead the work in alignment with the Marist-Sion College Strategic Implementation Plan and Leadership Statement. • Displays a professional mindset and character to effectively lead staff to cater for the diverse needs of learners. • Ability to lead collegial teams underpinned by a team-based culture. • Inspiring and motivating team members towards achieving shared goals and objectives. • Building staff capacity through coaching and mentoring, promoting a culture of continuous improvement and learning. • Effective verbal and written communication abilities, encompassing.
Education and Experience	<ul style="list-style-type: none"> • Victorian Institute of Teaching (VIT) full registration. • An appropriate qualification in education. • Demonstrated understanding and experience of the learning and teaching pedagogy associated with the Victorian Curriculum.
Child Safety	<ul style="list-style-type: none"> • Experience working with children. • Commitment to and understanding of child protection and child safety issues in schools. • Demonstrated understanding of appropriate behaviours when engaging with children. • Be a suitable person to engage in child-connected work. • Demonstrated understanding of Mandatory Reporting.
Last Updated	June 2024

Selection Criteria

{Insert Position Title}

Below to be adjusted to suit position

SELECTION CRITERIA	
<p>1. General</p>	<ul style="list-style-type: none"> • Possess the skills, experience and qualifications to perform the duties and responsibilities of the position <ul style="list-style-type: none"> ○ Wellbeing and Positive Behaviour Support ○ Community Partnerships ○ Child Safe Culture • Ability to have a positive influence on the culture of the College through an innovative, collaborative and curious disposition • Ability to strategically lead the functions of student wellbeing across the College • Ability to strategically build effective partnerships beyond the College • Proven experience in leading teams, building capacity in others, and working as part of a team • Commitment to the implementation of College policies and procedures • Ability to handle sensitive and confidential information appropriately • Ability to contribute to the broad strategic intent of the College • Excellent interpersonal, communication and negotiation skills • Ability to set and monitor high standards • Commitment to safe work practices
<p>2. Commitment to Catholic Education</p>	<ul style="list-style-type: none"> • A demonstrated understanding of the ethos of a Catholic school and its mission • Commitment to supporting the Catholic identity and mission of the College
<p>3. Commitment to Child Safety</p>	<ul style="list-style-type: none"> • Experience working with children • Commitment to and understanding of child protection and child safety issues in schools • Demonstrated understanding of appropriate behaviours when engaging with children • Be a suitable person to engage in child-connected work • Demonstrated understanding of Mandatory Reporting
<p>4. Education and Experience</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Victorian Teachers Registration (VIT) • An appropriate qualification in education • Masters or Postgraduate qualification in Positive Education, Student Wellbeing, educational leadership and/or educational management • Demonstrated experience in educational leadership in student wellbeing <p>Highly Desirable:</p> <ul style="list-style-type: none"> • Accreditation to Teach in a Catholic School • Accreditation to Teach Religious Education or Lead in a Catholic School • A minimum of Certificate 2 in First aid (the College will provide this training if necessary) • A current Victorian driver’s licence and access to a vehicle