



## THE SCOTS COLLEGE

*"In seeking to serve God faithfully, the Scots College exists to inspire boys to learn, lead and serve as they strive for excellence together"*

Scots to the Fore: Brave Hearts, Bold Minds – Our Strategic Intent 2016-2025

Position Title:	Head of Coaching Performance
Department:	Sport
Location:	All Campuses
Reports to:	Deputy Principal - Sport and Co-curricular. Ultimately Reports to the Principal
Functional Relationships:	Head of Coaching and Performance, Directors of Sports, Head Coaches
Date Position Description Approved:	August 2024

### Primary Purpose of the Role

The Head of Coaching Performance is responsible for collaborating with leadership and coaches to design and oversee a coaching curriculum across all campuses, recruit and hire staff, and develop professional development and performance review frameworks. They ensure coaches align with College values and AAGPS bylaws and Code of Conduct, oversee team selection policies, and conduct coaching workshops. Responsibilities include stakeholder collaboration, educational program development, and managing resources to support the College's mission.

### Key Accountabilities

#### Key Tasks and Expected Outcomes

##### 1. Cultural Leadership

In conjunction with the Principal and other members of the College Leadership Teams:

- Promote, develop and protect the vision, beliefs, ethos, and educational tradition in every aspect of The Scots College Life.
- Wholeheartedly support the religious affiliation and spiritual life of the College.
- Create and maintain a climate of care and hospitality for all branches of the College community..
- Model Christian values in all dealings.

- Encourage the development of social conscience as an essential aspect of the College operation.
- Ensure that College policy and practice nurture respect for difference in all its forms - gender, race, talent, religion, culture.
- Promote a sense of collaboration and affinity with the Presbyterian Church in general.

## **2. Curriculum**

- In conjunction with the Deputy Principal - Sport and Co-Curricular, Directors and Head Coaches, and the Head of Sport Science, Data Analytics, and Performance, design T-12 coaching curriculum for each sport.
- Liaise with the Head of PDHPE to ensure timetabled sport classes meet NESAC curriculum requirements.
- Liaise with the Head of PDHPE to create Scope and Sequences documents for timetabled sport classes.
- Liaise with the Head of PDHPE to create reports for timetabled sports lessons.
- Communicate curriculum and skill development across the curriculum through existing online platforms.
- Be present at Saturday sport.
- Provide feedback and reports to the Deputy Principal - Sport and Co-Curricular.
- In conjunction with the Head of Sport Science, Data Analytics, and Performance ensure that all injury and discipline data is captured. Communicate any discipline issues that may require a judiciary hearing to the College executive team.
- Run internal judiciaries for any discipline issues that occur that are not within AAGPS sport.
- Work with each sport to develop a plan for opposition analysis.

## **3. Professional Development**

- Develop, implement and run a framework for professional development of coaches.
- Liaise with peak bodies to provide coaching levels courses to staff.
- Develop, implement, and run "coach the coaches" plan ensuring that all coaches have a professional development pathway.

## **4. Performance Review**

- In conjunction with the Deputy Principal - Sport and Co-Curricular, develop and implement a coaches performance review strategy.
- Work with the Head Coach of each sport to ensure that performance reviews are completed for all coaches.
- Oversee performance management for any coaches who are not meeting College expectations.

## **5. Coaches Induction**

- In conjunction with the Deputy Principal - Sport and Co-Curricular, recruit, hire, and onboard casual and fixed term coaches.
- In conjunction with the Deputy Principal - Sport and Co-Curricular, ensure all coaches have relevant coaching qualification.
- Develop and implement a student pathway for obtaining coaching and refereeing qualifications.
- Ensure that all coaches are compliant with WWCC and staff code of conduct.
- Develop a coaches induction program, ensuring that all coaches are aligned to College visions, beliefs, values, and traditions prior to commencing employment.

## **6. Code of Conduct**

- Ensure that all coaches understand the AAGPS code of conduct.
- Run training sessions to ensure that all coaches understand the AAGPS bylaws.

## **7. Workshops**

- Provide and/or run workshops for key stakeholders.
- Work with Head Coaches to develop workshops on key skills in their sport.
- Develop and implement a framework for curriculum delivery across all sports, ages, and grades.

## **8. AAGPS**

In conjunction with the Deputy Principal - Sport and Co-curricular this role may require representation of the College at AAGPS meetings, events, and judiciaries.

### **Performance Review Conditions**

The appointee to the position of Head of Coaching and Performance will be required to participate in the annual Performance Review Program. An external Performance Review will be conducted at the request of the Principal.

### **Special Requirements**

The nature of this position is such that the Head of Coaching and Performance is required to be available outside the 'normal' school hours, is required to participate fully in the life of the school, to attend meetings and make presentations when necessary. The Head of Coaching and Performance will, from time to time, be asked to take on extra duties that are assigned by the Principal.