



Position Description

Position:	Head of Christian Studies
Position Status:	Full-time, ongoing teaching appointment 5 year fixed-term appointment as Head of Christian Studies with option for review and reappointment
Time Release:	8 periods per cycle time release
Classification:	This position receives a Responsibility Allowance C in accordance with the Presbyterian Ladies' College Teachers Agreement (2022-2024)
Reports to:	Deputy Principal (Curriculum, Learning & Administration). All positions in the College ultimately report to the Principal

Presbyterian Ladies' College

Established in 1875, Presbyterian Ladies' College is a leading Christian independent school for girls from Kindergarten to Year 12, with onsite boarding available from Year 7.

The campus is situated in the east of Melbourne on a 16-hectare site, creating a unique environment of a school in a park.

Our core values, underpinned by our Christian Ethos, are Integrity, Empathy, Courage, Delight and Service, and these provide an enduring foundation for dynamic learning.

The College Mission is an outstanding education within a Christian context that:

- prioritises care
- promotes holistic development and growth
- personalises learning
- provides enriching opportunities
- perpetuates principled living and a service ethic
- prepares students for their time as scholars, thinkers, citizens, advocates, and leaders

Our consistently impressive academic results reflect the high-quality teaching, dedication of the students and visionary leadership for which the College has long been renowned.

We value and nurture the individual strengths and passions of the students. The personal development of our students is our priority with extensive age-appropriate care and wellbeing programs. Asian and European language studies are part of the curriculum from Prep to Year 12 with many students continuing foreign language study through either the Victorian Certificate of Education or the International Baccalaureate pathway.

The students' talents and interests are nurtured within a rich curriculum program, as well as through extensive co-curricular offerings.



Our ultimate goal is to develop girls who are fully prepared and will flourish in their life and work well beyond school as they contribute in meaningful ways to their community as scholars, thinkers, citizens, advocates and leaders.

Context of the Role

The Head of Christian Studies is responsible for the Christian Studies Curriculum in Years 7-12, leading a small team of teachers in the department, including the Director of Christian Ministries. The work of the Christian Studies department must be aligned to the College's goals, as set out in the strategic plan.

Position Overview

The Head of Christian Studies role is an important leadership and management role in the College. This position oversees the curriculum for Years 7-12 Christian Studies.

The Head of Christian Studies is expected to display leadership in curriculum development and pedagogy, with particular focus on the disciplines within the department across Years 7–12 and to promote creative, innovative thinking among colleagues. The Head of Christian Studies is also expected to manage both the teaching staff and the curriculum implementation needs of the department (documentation, resources, compliance procedures, processes that improve student achievement).

This role reports to the Deputy Principal (Curriculum and Learning) for the review, development and implementation of curriculum, for the quality of teaching and learning within the department area, including student progress. This position also liaises closely with the College staff development team, College teaching and learning leaders and coordinators, and the Director of Christian Ministries.

The Head of Christian Studies works with the Deputy Principal (Curriculum and Learning) to bring vision, professional leadership and management skills to their department.

Head of Department responsibilities and accountabilities

Examples of duties include but are not limited to:

Leadership

- contributing to the development and implementation of strategies, processes, activities and events that ensure College-wide alignment of all aspects of curriculum for the department
- maintenance by the Department of high levels of expectation and standards of teaching and learning, assessment and reporting
- participating in College processes to select, appoint and deploy departmental staff
- assisting in the ongoing development and performance reviews of department staff
- implementing the Staff Development program in line with College priorities and department needs
- leading and managing teachers in a manner to ensure the cohesive functioning of the department as a professional learning team
- ensuring appropriate induction and mentoring of new staff into departmental protocols



- providing mentoring to individual department staff as appropriate to facilitate their professional growth and efficiency
- contributing to Heads of Department meetings
- planning and running of Department meetings and professional learning sessions for the department
- leading the Department's contribution to/participation in the development and implementation of the College's Strategic Plan goals, priorities and initiatives
- acting as the 'public face' of the Department by attending public presentations and information evenings, liaising with parents and providing information for advertisements, promotions and publications

Management

- ensuring compliance with all College policies
- assisting the Deputy Principal to determine future budgetary requirements for the faculty
- overseeing the management of department budget, resources, facilities and/or equipment
- taking a lead role in promoting and supporting students, staff and visitor safety and well-being, anticipating and responding accordingly to potential risks
- demonstrating full awareness of Occupational Health and Safety issues and procedures, complying with these and taking responsibility for one's own health and safety
- being familiar with emergency procedures and being ready to implement them if necessary
- demonstrating a high level of administrative, communication and organisational skills to ensure the effective operation of the Department

Collaborative Planning

- collaborating with equivalent Junior School leaders to ensure ongoing development of consistency and coherence in the Year 7–12 curriculum continuums for the department
- collaborating with the Deputy Principal in regard to strategic collation, analysis and interpretation of student learning data to inform department practice

Written Curriculum

- collaborating with the Years 7-10 Learning Coordinators and Director of Student Wellbeing with respect to overall curriculum review and development strategy
- overseeing of ongoing review and currency of Department curriculum and unit plans for Years 7-12

Teaching and Learning

- ensuring alignment of teaching and learning in the department with the expectations of all aspects of curriculum, assessment and reporting
- providing support and guidance to staff in regards to teaching practices and student needs
- initiating and leading activities that focus on enhancing learning for all students
- promoting an inclusive learning environment that meets the diverse needs of students
- working with wellbeing leadership teams, as well as Learning Enhancement, to monitor student progress and, where necessary, implement structures for students who require additional support



- keeping abreast of and sharing current research and developments regarding effective pedagogies relevant to the department
- leading coordination and consistency in the provision, use and evaluation of curriculum resources (including booklists, online resources etc.) for the Department

Assessment

- overseeing and managing the implementation of assessment policies, processes, and standards for the department, including development and moderation of assessment tasks, and standardisation of marking

Other Duties

- active participation in the College's pastoral care system and support of Year Level Coordinators and the Deputy Principal (Wellbeing) in caring for all students
- attend scheduled staff meetings, House meetings, Year Level meetings, School Assemblies, Chapel Services, Whole School, Year Level and House events
- participate in co-curricular programs and outdoor education, attending a week-long (five day) camp each year
- actively contribute to a broad range of College activities and attend after hours' commitments when required
- actively contribute to College-wide committees

Key Relationships:

- Christian Studies Department
- Director of Christian Ministries
- Heads of Department
- Senior School Teachers and Staff

Qualifications / Registrations / Certifications:

- current Victorian Institute of Teaching (VIT) registration
- relevant teaching qualification
- relevant studies in Theology (degree, diploma, certificate)
- maintain current certification and training as required

Knowledge, Skills and Experience:

- an advocate for the Christian Studies program and able to speak knowledgeably to parents and students about the operations of the program
- timely and effective decision maker who ensures the smooth running of the Department
- focused on building a culture of collegiality and professionalism within the Department
- leader, mentor and guide for staff to achieve their optimal performance
- passionate and enthusiastic for the teaching and learning of Christian Studies



- able to plan and implement well-structured learning and teaching programs that engage students and promote learning
- outstanding classroom teaching skills and a capacity to set explicit, challenging and achievable learning goals for all students
- contributor to a team of highly accomplished teachers of Christian Studies, particularly in the context of planning units of work and related assessments
- contributor to collegial discussions and able to apply constructive feedback from colleagues to improve professional knowledge, curriculum development and practice

Key Attributes:

- a positive, trusted and respected role model for staff within the Department
- focused on building a culture of collegiality and professionalism within the Department
- timely and effective decision maker who ensures the smooth running of the Department
- an advocate for the international mindedness of the School
- ability to work independently and collaboratively as required
- calm under pressure
- exceptional communication skills, displaying sensitivity and discretion
- positive and proactive approach to students, peers, parents and members of the wider community
- possesses a strong work ethic
- commitment to striving for continuous improvement and achieving exceptional outcomes
- high levels of confidentiality, trust, credibility and honesty
- strong organisational skills and administrative capability
- a proactive approach to the effective pastoral care of students
- ability to adapt and operate effectively in a challenging and changing environment
- a commitment to ongoing professional learning and growth in skills

Additional Information Relating to the Position

From 13 May 2024, as a prerequisite of employment, all staff members must acknowledge they have read and understood the contents of the PLC Recruitment Pack and will comply with PLC's Child Safety, Health & Safety, and Policy & Compliance commitments by signing the relevant section in their contract prior to commencing employment.

Mrs Cheryl Penberthy

Principal

December 2024

The purpose of this position description is to provide a general overview of the key responsibilities of the position and is not intended to represent the entirety of the position nor is it intended to be all-inclusive.