



Faith | Excellence | Service

Director of Faith, Mission and Identity

Applicant Information

Our faith and Lasallian principles

Faith | Excellence | Service

We are a school of excellence guided by our Lasallian principles and Christian values, we celebrate our students' individual needs and interests, empowering them to discover their unique potential.

Through our programs, teachings, behaviours and actions, we encourage our College community to discover more about the Catholic faith and inspire them to realise their best self and live not by their fears but by their hopes, not by their words but by their deeds.

As a College, we've been given the gift of nurturing the young minds and hearts of our students and helping them realise their value, individuality, and the positive impact they can have on the lives of others.





Our mission

La Salle College is a Catholic co-education secondary school of excellence. At La Salle College we:

- Create and nurture life-long learners who are Christ-centred, resilient and innovative contributors to the ever-changing world
- Inspire students, staff and our wider community to live in a manner that reflects the values and spirit of our Catholic faith
- Empower students to become positive voices of leadership that lift those around them
- Inspire students, families, staff and the wider community to be present and connected through a culture of continuous improvement
- Value the safety, wellbeing and ongoing development of its students, staff and community.

Director of Faith, Mission and Identity

Role Outline

The Director of Faith, Mission and Identity is a member of the La Salle College Leadership Team and works closely with the Principal to articulate the mission, ethos and educational goals of the College. Within the role, the Director of Faith, Mission and Identity gives witness to the distinctive educational, moral and social purpose of the College within the evangelising Mission of the Church.

The Director of Faith, Mission and Identity develops and implements spiritual programs as well as religious and service activities which enhance Catholic Identity within the College informed by the charism of St John Baptist de La Salle as an expression of the Gospel message of Jesus. Specifically, they oversee the management of the Campus Ministry team to strategically deliver pastoral and wellbeing initiatives, immersion experiences, service and outreach activities, and Catholic charitable and advocacy agencies that enhance Christian values within the College.

In being both proactive and responsive to changes in the College's operating environment, the Principal may, from time to time, require the performance of other duties.



Director of Faith, Mission and Identity

Key Accountabilities

1.0 Catholic Identity and Mission

- 1.1 Gives witness to the distinctive educational, moral and social purpose of the College within the evangelising Mission of the Church
- 1.2 Actively leads prayer and works to promote the charism of St John Baptist de La Salle and the mission and life of the Catholic Church
- 1.3 Maintains a visible presence and support for faith development activities, including the prayer and liturgical life of the College, and personal formation programs for students, staff and parents
- 1.4 Models and builds the capacity of staff and members of the community to articulate the mission of the Church and their confidence to name and discuss contemporary Church issues publicly
- 1.5 Engages in intentional strategies to develop religious leadership in staff using distributive leadership structures
- 1.6 Oversees the planning of school liturgies, prayer services and community mass
- 1.7 Designs and oversees the planning and development of retreat opportunities for senior students and reflection days for the different year groups

2.0 Teaching and Learning

- 2.1 Collaborates with the Religious Education department to implement school-wide and classroom opportunities for students to participate in faith formation
- 2.2 Provides frameworks and practices, informed by contemporary knowledge, research and understandings, which actively engage the College Community in experiences which develop their faith
- 2.3 Oversee outreach opportunities to the poor and disadvantaged locally and globally by the College community
- 2.4 Ensures processes of critical reflection, structured feedback and peer review are effectively used to strengthen the faith development of students across the College
- 2.5 Increase awareness and support for Catholic ministry to those in need locally and globally and promote and support student involvement in Youth Ministry
- 2.6 Embeds a culture and practice of high expectations for student achievement and learning gains
- 2.7 Develops understandings with teachers of new and innovative approaches to authentic learning, assessment and high-quality teaching
- 2.8 Maintains robust processes which ensure full compliance with all curriculum and other regulatory requirements



Director of Faith, Mission and Identity

Key Accountabilities

3.0 Building the capacity of self and others

- 3.1 Uses a range of strategies that develops the leadership capacity of self and others to meet the unique spiritual and faith formation needs of the College and its community
- 3.2 Provides strategic direction and management for the Campus Ministry Team
- 3.3 Works with the Leadership Team and Middle Leaders to develop and implement an effective plan for the spiritual and professional development of staff, particularly faith formation, accreditation, service ministry, social justice and liturgy
- 3.4 Works in collaboration with all levels of College leadership to support a harmony between the academic program and the day-to-day organisation of spiritual and faith experiences for students and staff

4.0 Leadership within the College

- 4.1 Work with the College Principal and College Leadership Team to promote the Catholic ethos of the College actively and publicly
- 4.2 Develops and implements strategic directives into goals and actions
- 4.3 Works collaboratively with all College leaders to create shared structures that deliver educational, learning and faith development outcomes for all students.
- 4.4 Models and embeds high expectations of staff and students in the pursuit of striving for excellence
- 4.5 Support teams and individuals to deal constructively with change and monitor and evaluate the effectiveness of change
- 4.6 Exercises good stewardship of College resources
- 4.7 Serves as Chairperson of nominated committees and working parties
- 4.8 Engage in ongoing professional development activities in the area of Campus Ministry
- 4.9 Supervise all Campus Ministry volunteers



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Key Accountabilities

5.0 Innovation and Strategic Management

- 5.1 Engages others effectively in generating new ideas and developing innovation and improvement
- 5.2 Deepens the capacity across all levels of College leadership for strategic thinking, innovation and change management through professional learning opportunities
- 5.3 Applies current thinking and trends to the development of learning programs within the College that are innovative, challenging, accessible and manifest the charism of the College
- 5.4 Lead the development of integration and infusion of Gospel values across the curriculum and co-curricular programs
- 5.5 Create and maintain a climate where the professionalism of teachers is emphasised and directed towards the development and delivery of quality teaching and learning programs
- 5.6 Develops a shared understanding of innovation and developmental change processes as they apply to teaching and learning across the College
- 5.7 Conduct an annual evaluation of all Campus Ministry Programs

6.0 Engaging and working with the Community

- 6.1 Develops strategies to ensure equity for all students and families within the College Community
- 6.2 Understands the broader community within which the College resides and is aware of the cultural, social and political characteristics that inform the needs of students, families and carers and the challenges they face
- 6.3 Establish and contribute to strong collaborative networks of support and partnerships available to progress the strategic interests of the College into the future, especially with local and global Lasallian education communities and ministries
- 6.4 Act as liaison for Archdiocesan initiatives, programs and developments and link the College into these where appropriate
- 6.5 Develop strong relationships between the College and the local Church
- 6.6 Contributes actively to the re-visioning of the College as a centre for the New Evangelisation and shares and promotes this vision within the College and parish communities



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Key Accountabilities

- 6.7 Contributes to the development of a College environment that is welcoming, hospitable, life-giving and just
- 6.8 Develops and maintains structures for effective liaison and consultation within College and the wider community, including Parish Priests
- 6.9 Effectively leads and contributes to parent engagement forums on contemporary faith and learning initiatives
- 6.10 Works closely with the Leaders of Wellbeing, community and other agencies in promoting the health, safety and well-being of students and families
- 6.11 Actively participates in parent volunteer groups as designated by the College Principal



La Salle College

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Hearts. Minds. Lives.



Director of Faith, Mission and Identity

Employment Conditions

Accountable to:	Principal
Employment Conditions:	Contract of Employment
Level / Step	According to skills and experience
Category	Fixed-Term
Tenure:	As per Contract of Employment

Selection Criteria

The individual appointed to the position of Director of Faith, Mission and Identity must:

- Be active members of the Catholic Church
- Be free from any impediment to full acceptance by the Church.
- Be able to demonstrate a successful record of teaching and leadership experience.
- Demonstrate a high level of interpersonal and communication skills.
- Be able to demonstrate appropriate leadership competencies to successfully achieve the Key Areas of Accountability listed in the Role Description.
- Be committed and supportive of working in an innovative learning environment.
- Demonstrate the capacity to work as a member of a team.
- Be willing to be flexible within the unique context of a new school environment.
- Hold Accreditation for Leadership of Religious Education Learning or its equivalent

Key Leadership Documents

Leadership at La Salle College is guided by the following key documents:

- Bishops of WA Mandate for Catholic Schools
- College Vision, Mission and Strategic Direction
- AITSL Standards for Teachers and School Leaders
- CEWA Quality Catholic Education Policies and Frameworks
- National School Improvement Tool

These frameworks provide an integrated model for excellence in school leadership.



Director of Faith, Mission and Identity

How to Apply

What documents do you need to submit

Your application should be completed and submitted in three parts:

1. Curriculum Vitae and a Cover Letter
2. Completed Application Form
3. Response to the key areas of accountability outlined in Section 9 of the application form

How to submit your application

Please submit your application to employment@lasalle.wa.edu.au

Ms Giovanna Fiume
Principal
La Salle College

Application Closing Date

Application closes **9.00am Monday 15 August 2022**



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