



LA SALLE COLLEGE ROLE DESCRIPTION

Leader of Wellbeing – Aboriginal Education

ACCOUNTABLE TO:	Director of Diverse Learning and Excellence
EMPLOYMENT CONDITIONS:	WA Catholic School Teachers Enterprise Agreement 2023
PROMOTIONAL ALLOWANCE:	Category 1, Level 1

OUR FAITH AND LASALLIAN VALUES

Faith | Excellence | Service

As a College staff, 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. The teachings and values of Christ underpins everything we do, who we are, what we stand for and the actions we take.

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.

ROLE OUTLINE

The Leader of Wellbeing – Aboriginal Education is responsible for providing significant pastoral and academic leadership within the College for the effective coordination of Aboriginal and Torres Strait Islander (Aboriginal) students.

The Leader of Wellbeing – Aboriginal Education achieves this by working closely with College leaders and staff to assist and support the delivery of exemplary teaching and learning, aligned to the College's Vision for Learning and aimed at maximising Aboriginal people's learning opportunities. The Leader of Wellbeing – Aboriginal Education seeks opportunities to implement holistic strategies to develop the resilience and capacity for emotional intelligence within students and supports staff to develop and maintain a safe, supportive and respectful learning environment for Aboriginal students.

The Leader of Wellbeing – Aboriginal Education develops constructive and respectful relationships with all members of our community and actively contributes to the development of Catholic identity and the educational mission of the College. Within the role, the Leader of Wellbeing – Aboriginal Education seeks to innovate and implement positive change in Aboriginal Education and the wider community. 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.

KEY ACCOUNTABILITIES

1.0 CATHOLIC IDENTITY AND MISSION

- 1.1 Gives personal witness to Catholic values in their day-to-day duties and engages students, staff and the community in the mission of the College as a Catholic school
- 1.2 Provides exemplary Christian and professional leadership for all members of the La Salle College Community
- 1.3 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 within the College
- 1.4 Works with the Deputy Principals in supporting the prayer, sacramental and liturgical life of the College and the Evangelisation Plan
- 1.5 Organises the support and advocacy for at least one Catholic charitable work each year in consultation with the Deputy Principals
- 1.6 Promotes and supports community outreach programs and social justice initiatives underpinned by Catholic Social Teaching
- 1.7 Ensures that curriculum programs, policies and procedures reflect social justice principles and practices
- 1.8 Have completed or have made progress towards completing Accreditation to Teach in a Catholic School

2.0 TEACHING AND LEARNING

- 2.1 Regularly monitors performance, attendance and behaviour data (e.g. attitudinal, assessment, report etc.) to support teaching and learning
- 2.2 Proactively communicates with parents and carers regarding student progress
- 2.3 Works collaboratively with the Wellbeing team to develop a culture where students feel well and function well through structured programs and initiatives
- 2.4 Oversees the behaviour of Aboriginal boarding students and takes appropriate action on behaviour not in keeping with the College standards
- 2.5 Encourages a safe, purposeful and inclusive learning environment where a sense of community is created
- 2.6 Monitors student progress and liaises with parents
- 2.7 Works collaboratively with teaching staff to proactively create a positive learning environment for EALD students to support the achievement of their learning goals
- 2.8 Encourages the development of Aboriginal student leadership within each year level to empower students to be involved in decision-making processes

3.0 BUILDING THE CAPACITY OF SELF AND OTHERS

- 3.1 Uses a range of strategies that develops the capacity of self and others to engage in the implementation of the College Vision for Learning within their Learning Area
- 3.2 Initiates strategies for developing a climate for accepting and providing constructive feedback and recognition of achievement, including student's voice
- 3.3 Models a culture of reflective practice characterised by robust, evidence-based professional dialogue

4.0 MANAGEMENT WITHIN THE COLLEGE

- 4.1 Develops and maintains a cohesive, efficient, high performing and professional team focused on improving student learning and outcomes
- 4.2 Encourages, challenges, supports and acts as a mentor to teachers within Aboriginal Education
- 4.3 Effectively communicates with team members and conducts regular team meetings to ensure the continued achievement of departmental goals aligned to the College's Vision for Learning
- 4.4 Monitors and supports the efficacy of team members' classroom practices through regular classroom observations
- 4.5 Exercises appropriate stewardship of College resources
- 4.6 Supports the Director of Diverse Learning and Excellence with interviews and allocates bursary funding as applicable for Aboriginal students

5.0 INNOVATION AND STRATEGIC MANAGEMENT

- 5.1 Implements and maintains an Aboriginal Education Plan consistent with guidelines provided by national and state agreements in consultation with Senior Leaders and the Aboriginal Liaison Officer
- 5.2 Collaboratively develops and monitors a College Reconciliation Action Plan (RAP) and undertakes a yearly review of the plan's strategic priorities and activities in conjunction with the Aboriginal Liaison Officers
- 5.3 Undertakes strategic planning to create a culture and practice of continual improvement, transformation and sustainability with a focus on learning outcomes for all students

6.0 ENGAGING AND WORKING WITH THE COMMUNITY

- 6.1 Builds and maintains strong working partnerships with students, staff, parents and the wider community focused on student achievement, wellbeing, safety and resilience through structured, effective communication and consultation
- 6.2 Develops and manages initiatives to promote Aboriginal Education and the College to the community
- 6.3 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
- 6.4 Contributes to the development of a College environment that is welcoming, hospitable, life-giving and just

SELECTION CRITERIA

The individual appointed to the position of Leader of Wellbeing – Aboriginal Education must:

- Be an active member of the Catholic Church or be free from any impediment to full acceptance by the Church
- Be able to demonstrate a successful record of administrative experience
- Demonstrated experience in a leadership role that allows for the successful delivery of the Key Areas of Accountability listed
- Ability to work independently and demonstrated organisation ability
- Possess a high level of interpersonal and communication skills
- 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 school environment
- Hold and maintain a Working with Children Check and TRBWA registration
- Have completed or have made progress towards completing Accreditation to Teach in a Catholic School

DOCUMENT CONTROL

Version: 0.0 Reviewed: Jul 2021 Next Review: Jul 2022 Reviewed By: HR