

LAUNCESTON CHRISTIAN SCHOOL
in Christ wisdom and knowledge

PRINCIPAL

Commencing January 2023

Information & Application Details

Phone: 6327 2854
Web: www.lcs.tas.edu.au
452A West Tamar Road, Riverside
PO Box 32, Riverside TAS 7250



The Board of Launceston Christian School (Inc.) invites applications from suitably qualified and experienced Christian educators for the position of Principal of Launceston Christian School.

SECTION A:	General Information to Applicants	<i>Page 3</i>
SECTION B:	Position Description	<i>Page 12</i>
SECTION C:	Essential Selection Criteria	<i>Page 16</i>
SECTION D:	Application Details	<i>Page 17</i>



SECTION A

General Information to Applicants

The Launceston Christian School is a co-educational independent K – 12 school which aims to provide a caring and stimulating environment for learning. The school is distinctively Christ-centred and is committed to providing effective spiritual, emotional, physical and academic support for all its students.

A great emphasis is placed on the partnership between home and school creating a warm, supportive, informal culture in which strong relationships are built among students, staff and families.

Set on 12 hectares just 10 minutes from Launceston City centre, the school is situated in the beautiful Tamar Valley with the Tamar River forming a very scenic backdrop for its campus. More commonly known as LCS, it has first class facilities including a newly built Middle and Senior School block, Senior Art Studio and Administration Building. Significant vacant land is held to cater for future expansion when the demand dictates. The school was established in 1976 and we are very thankful for all that the Lord has provided and blessed us with over three decades of Christian education.

The Launceston Christian School is operated by an Association known as “Launceston Christian Schools (Inc)”. The Board of Directors of the Association (LCS Board) currently consists of 9 members voted in every three years by Association Members. The school is a member of Independent Schools Tasmania and Christian Education National.

Current enrolment is over 690 students with 125 staff.

The Principal is appointed by the LCS Board of Directors on behalf of the LCS Association. The Principal has delegated authority for the appointment of staff, for their conditions of employment, deployment and pastoral care.



Principal appointments are negotiated on a contract basis and are normally from three to five years. These contracts are renewable.

The salary will be negotiated with the successful applicant, in accordance with experience and Tasmanian state education salary levels.

Reasonable transfer and removal costs will be provided for the successful applicant.

Applicants short-listed for interview will receive full reimbursement for out-of-pocket expenses associated with attending an interview. For inter-state interviewees, this includes reimbursement of a return economy airfare, or its equivalent.

Referees will be contacted only after the first interview or at a time when an applicant might be offered the position.



School Basis and Structure

Launceston Christian School is owned and operated by Launceston Christian School (Inc.).

Association Aims and Objects

- To establish and maintain in Launceston, Tasmania and districts a school or schools to provide daily Christian Education for children, based upon the divinely inspired, inerrant Word of God, as interpreted by the Three Forms of Unity and/or the Westminster Confession and an Educational Creed.
- Compliance with any law or status in force in Tasmania relating to the conduct and running of schools for the education of children.
- That the Association is not an ecclesiastical body nor shall it be subject to a denominational organisation.
- That all things have been created by God to the end that the Triune God may be glorified in and through them.
- That God has appointed the parents to be responsible for the training and education of their children to obtain the highest standard of education in order to fit them to take a worthy place as Christians in Church, State and Society.
- That the training and education of the children shall be continued under the parent's responsible supervision in a day school which carries out the basic God-honouring, God-centred program begun in the home.

See also LCS Constitution

<https://www.lcs.tas.edu.au/volumes/documents/LCS-Constitution.pdf>





General

The key object of the Association is that Launceston Christian School has been established and continues to operate to provide for children of committed Christians, education that is Christ-centred and God-honouring.

The Association exercises its governance and the School is administered through the following structure:

The Association consists of Members, who regardless of whether they have children attending the School or not, support the aims and objectives outlined in 1 and 2 above.

The Board of Directors is the elected, representative executive of the Association. It governs major policy, financial, building and educational matters. Directors generally serve a three year term.

The School Principal is appointed by the Board and is an ex-officio Member of the Board. The Principal is responsible to the Board for the day to day management and operation of the school.

The Head of Junior School is responsible to the Board through the Principal and has special duties in providing educational, pastoral and administrative leadership in the Junior School (K-6).

The Head of Middle School is responsible to the Board through the Principal and has special duties in providing educational, pastoral and administrative leadership in the Middle School (7-9).

The Head of Senior School is responsible to the Board through the Principal and has special duties in providing educational, pastoral and administrative leadership in the Senior School (10-12).

The Head of Teaching and Learning is responsible to the Board through the Principal and has special duties in providing leadership and oversight of the curriculum, TQA accreditation matters and administration of the timetable (K-12).

The Business Manager is responsible to the Board through the Principal for the efficient and effective management of compliance, finance, property and non-teaching affairs of the School.

Board Committees advise the Board on finance, education, building etc.

Board Sub-Committees advise the Board on policy matters and report back to the Board in matters requested.

The Parents in Community (PiC) is a supportive organisation within the school mainly tasked with fundraising for special projects in the school. The PiC is made up of Members of the Association plus all other interested persons. The PiC has its own Constitution but falls under the jurisdiction of the Board.

The School is affiliated with Christian Education National (CEN). This body, with a national office in NSW, supports and coordinates Christian Schools, organises conferences and through its teacher's training arm (the National Institute of Christian Education) supports post graduate courses and other teacher development courses.



School Vision Statement

To glorify and honour God through Christ-centred education

Motto

In Christ - Wisdom and Knowledge

School Core Values

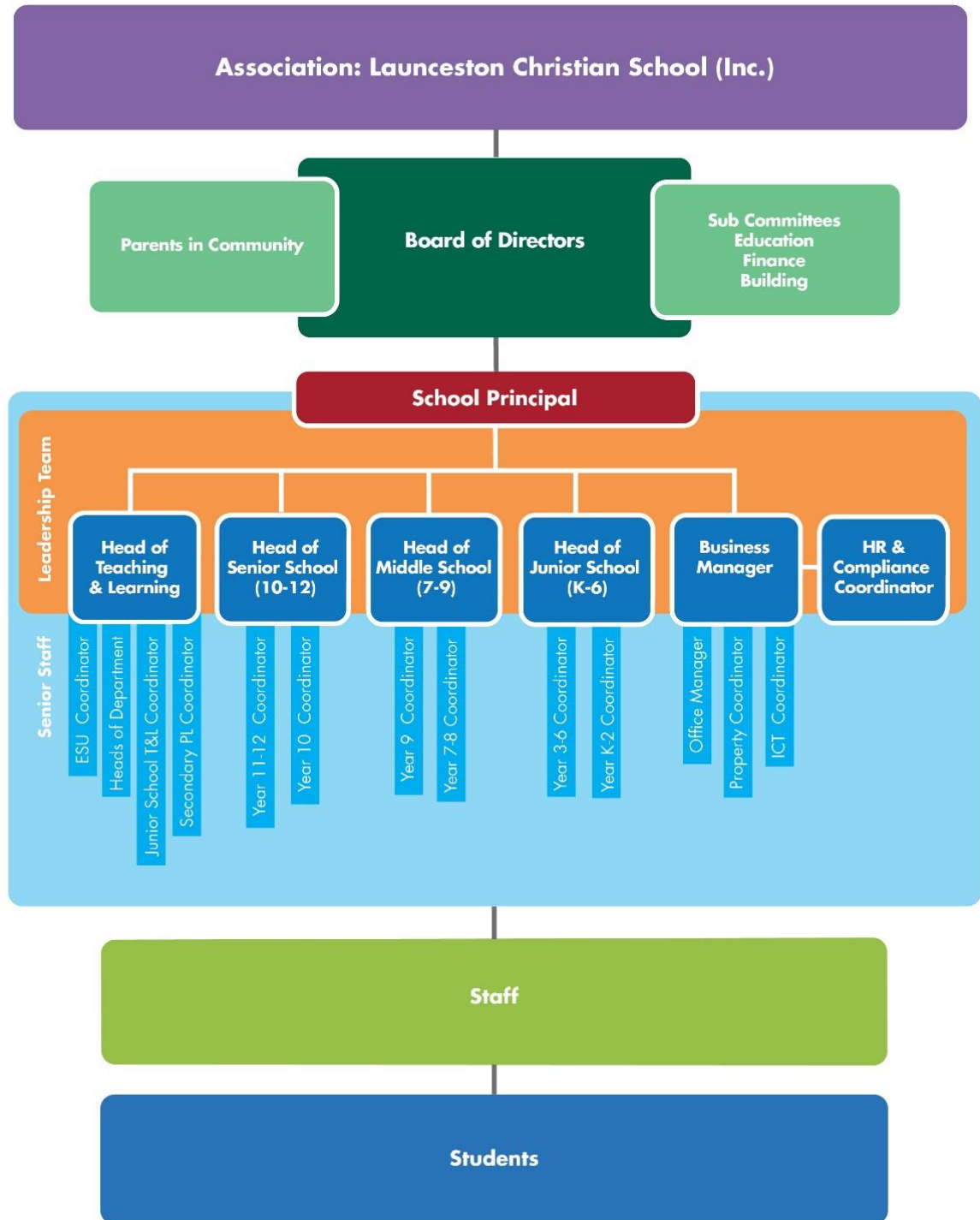
- To live in obedience to God
- To act with humility, integrity and fairness
- To work with creativity and diligence
- To encourage participation and teamwork
- To be trustworthy and accountable to one another

Campus Map





Launceston Christian School Structure



Philosophy of Education

Launceston Christian School is an independent, parent-controlled School offering a Christian curriculum that is State-accredited, designed to provide a quality education from Kinder - Grade 12.

The concepts in the School's Educational Creed serve as the foundation and theological frame of reference for our educational philosophy.

Man was created in the image of God, and even though the fall has comprehensively marred this image, our children are of great worth.

We believe that students vary as to inherent and acquired capabilities and that these differences must be reflected in the education enterprise.

Objectives of The Philosophy

To promote Christian academic excellence and to provide opportunities for the children to realise and develop their God-given talents while enriching the spiritual, moral, social, intellectual, physical and aesthetic dimensions of their lives to the glory of God.

To provide opportunities for Christian citizenship training and character development for effective participation in family, church and society, according to the Scriptures.

To support the home and church in encouraging the students to understand their covenantal responsibilities to the Triune God who is their creator, sustainer, redeemer and judge, responding in loving obedience to Him, continually repenting and believing the Gospel.

To lead students into a distinctively Christian lifestyle and witness in the world, and to prepare them to think through their obligations as Christians in new situations.





Teaching Doctrinal Standards

Teaching at Launceston Christian School is to be based on the divinely inspired, inerrant Word of God, as interpreted by the Belgic Confession, The Heidelberg Catechism, The Canons of Dort and/or the Westminster Confession.

To assist teachers in determining what is in harmony with the objects of the Association and what is permissible to be freely taught in the School, the Board has prepared a summary of doctrines with which most Christians agree:

1. The Holy Scriptures were originally given as inspired and without error, and the only infallible and authoritative Word of God.
2. There is one sovereign God, eternally existent in three Persons, Father, Son and Holy Spirit.
3. In the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death on the Cross, in His bodily resurrection, in His ascension to the right hand of the Father, in His mediatorial work and in His personal return in power and glory.
4. Sinfulness and guilt are universal to all mankind since the Fall, rendering man subject to God's wrath and condemnation.
5. Salvation of lost and sinful man, redemption through the blood of our Lord Jesus Christ and regeneration by the Holy Spirit are absolutely essential.
6. Salvation is by grace alone through faith in our Lord Jesus Christ, and the outworking of this salvation is a daily walking in the Spirit in submission to the Lordship of Christ.



7. There will be a resurrection for both the saved and the lost: those that are saved unto the resurrection of life and those that are lost unto the resurrection of damnation.
8. There is spiritual unity in our Lord Jesus Christ between believers. Believers comprise the Church which is His Body, to which He has given gifts both corporately and individually.
9. However, the following doctrines are ones in which we recognise there are various different interpretations. So as to avoid any possibility of division and dissension, it is School policy that Teachers refrain from teaching their own particular interpretations in these areas of doctrine. These areas of doctrine are:
 - i. the mode and time of Baptism.
 - ii. different views on the Second Coming.
 - iii. the extra-ordinary Spiritual Gifts.
 - iv. length of the Creation days





SECTION B

Position Description

POSITION TITLE

Principal

PURPOSE OF THE POSITION

The Principal is the Christian and educational leader of the Launceston Christian School. The Principal is answerable to, and supported by, the LCS School Association and its Board.

KEY RESULT AREAS

In partnership with colleagues and through the support of the LCS School Association and its Board, the Principal is charged with:

Leading the Christian School Community

Through personal example by fostering the Christian life of the school and by providing a sound educational program based on a Christian World View.

Leading Learning and Teaching

By developing and implementing high quality learning and teaching programs and by monitoring outcomes.

Developing Self and Others for Learning

By fostering appropriate relations with staff, students, parents, the wider church community, the CEN education community and the wider community.

By selecting, deploying, supporting and developing staff within a Christian context including regular monitoring, performance reviews, professional learning and enacting effective employee relations.



Leading Improvement, Innovation and Change

By developing the vision, mission and strategic goals of the school.

Leading the School Organisation

By developing and maintaining processes to manage human, physical and financial resources in order to achieve the educational goals and priorities of the school.

STATEMENT OF RESPONSIBILITY

The Principal provides effective leadership within the school community to ensure that students receive quality education in accordance with Christian principles. This is achieved by planning, directing and regularly evaluating curriculum development, teaching programs and co-curricular activities, and by reviewing the efficacy of processes to support the core Christian and educative dimensions.

The leadership and direction provided by the Principal will be consistent with the direction and guidance of the Board and policies set by the Board and by Professional Learning provided through Christian Education National.





SCOPE OF THE POSITION

Under each of the key result areas is a range of activities in which the role holder would be expected to engage in.

Leading the Christian School Community

- Be a practising Christian who gives witness to a living Christian discipleship.
- Model commitment to a local Church and its teaching.
- Foster the Christian ethos and identity of the school community, integrating beliefs and values into all facets of school life and learning.
- Articulate a contemporary understanding of theology and model attentiveness to his/her own spiritual formation for leadership.
- Nurture staff in spiritual and theological formation. Develop opportunities for Christian community service and social justice.
- Develop positive working relationships with the Board's sub committees and the Parents and Friends.

Leading Teaching and Learning

- Develop and promote a contemporary Christian educational vision with a focus on the student as learner and person.
- Initiate systemic imperatives.
- Lead improvement through innovation and change.
- Ensure that teachers receive timely and constructive feedback to enhance classroom practice.
- Prioritise the professional learning of self and others in both pedagogical and discipline knowledge.
- Ensure school and classroom processes support diverse learning needs.
- Develop and promote the use of data and educational research to inform and enhance practice.
- Lead the school in using the EYLF, Australian Curriculum and the AITSL standards.
- Set high expectations and standards and ensure systematic monitoring of student learning. Develop and promote collective responsibility and accountability for student achievement and wellbeing.
- Develop and implement a contemporary, holistic, high quality learning and teaching platform.
- Facilitate and implement appropriate assessment and reporting processes.
- Ensure that relevant technology and contemporary pedagogy are embedded in the delivery of the curriculum.



Developing Self and Others for Learning

- Recruit, select and induct staff effectively.
- Ensure effective staff developmental learning and performance management, including monitoring, review, appraisal and feedback.
- Engage in staff succession planning and leadership development.
- Establish and effectively manage employee relations.
- Inspire and motivate staff to improve practice.
- Establish healthy staff relationships and develop staff wellbeing.
- Meet regularly with individual staff members to enhance personal relationships and professional growth.
- Give focus to pastoral care and behaviour support programs, which build a positive culture within the school community.
- Forge meaningful partnerships with people and groups in the community.
- Communicate effectively and resolve issues in a positive way.

Leading improvement, innovation and change

- Align school strategic plans with the School Improvement Framework and the school's mission and vision.
- Ensure that the allocation of school resourcing is appropriate and equitable and supports school strategic plans.
- Manage the annual implementation of the school strategic plan. Develop a culture of reflection, self-review and improvement. Facilitate appropriate change.
- Establish and maintain relationships that are strategically important to the school, including the School Board and Parents' groups.
- Motivate and work with others to foster creativity, innovation & the use of appropriate technologies to achieve excellence.

Leading the School Organisation

- Align school policies, processes and activities with the School Improvement plan.
- Comply with policy and legislative requirements.
- Ensure that all child safety standards and regulations are strictly observed by all members of the school community.
- Maintain school facilities and resources effectively.
- Develop the capacity of the school's Leadership Team.
- Manage finances effectively.
- Facilitate the implementation of information technology into all facets of school life.
- Manage enrolments within policy parameters and available resources.
- Provide appropriate risk management strategies.
- Establish efficient systems of data and records management and retention.
- Establish effective communication and decision-making processes. Engage communities in resource allocation processes.





SECTION C

Selection Criteria

The successful applicant will be:

1. A committed Christian of the evangelical and reformed persuasion, able to subscribe to the Westminster Confession of Faith and/or the Three Forms of Unity and active in church life.
2. Able to apply Biblical perspectives to the day-to-day running of the School and to lead in a Christian manner. Show a passion and vision for the development of Christian Education in the school.
3. A respected practitioner with appropriate academic qualifications, leadership experience, up-to-date knowledge of curriculum and pedagogy and an ongoing commitment to professional improvement.
4. A relational leader with excellent communication skills and experience in team building.
5. Committed to building and sustaining academic excellence and educational 'best practice.'
6. Preferably experienced in working with a Board and providing strategic advice to the Board, with a clear understanding of governance and management protocols.
7. A competent, professional manager in areas such as budgeting, staffing, planning and policy.



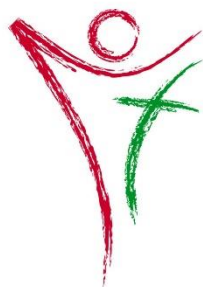
SECTION D

Application Details

Please send an “**Expression of Interest**” which includes in some format:

- an introductory/covering letter
- a resume
- reflections on the selection criteria as noted above
- the names of three referees (two professional and one pastoral)

to the CEN consultant assisting the school, Yvonne Bradley, via the Consultancies Administrator, melinda.storm@cen.edu.au by **5pm Friday 20 May 2022**.



LAUNCESTON CHRISTIAN SCHOOL
in Christ wisdom and knowledge