



APPOINTMENT OF DEPUTY PRINCIPAL



THE POSITION

The Council and Principal of Covenant Christian School in the ACT are calling for applications from Christian educators for the position of Deputy Principal.

This is a new position, established in response to strong enrolment growth. Covenant is a Pre-10 school with enrolments around 300 and rising.

The starting date for this position is negotiable in respect of 2024 and, in particular circumstances, could be as late as 1 January 2025.

The school is looking for a Deputy Principal who will take on the day-to-day operational responsibilities of running the school so that the Principal can focus his attention on further developing and embedding the school's distinctive Christian pedagogical approach.

Specifically, the school is looking for a leader with strong administrative, organisational and people management skills. It is a role that could appeal to an experienced senior educational leader. Alternatively, it presents as a wonderful opportunity in the development of experience and knowledge for an aspirational leader who would like to be a Principal one day.

The successful applicant must be willing to support the school's liberal arts/classical approach to Christian education.

Covenant Christian School ACT is a member of Christian Education National (CEN), an Australia-wide group of 55 independent Associations that together govern more than 80 schools.





OUR SCHOOL

We are a vibrant Christian school community committed to providing an education for young people grounded on the teachings and principles taught in God's Word, the Bible. We are a caring, Christ-centred school which provides a unique and special environment that equips a young person well for further study or to enter the workforce.

OUR VALUES

In dependence on God's grace, Covenant Christian School will nurture and equip students with a heart to glorify God by serving Him and living according to His Word.

OUR MISSION

Covenant Christian School is a safe, caring, and loving community. In partnership with parents, we cultivate Christian character in our students and equip them to joyfully serve God and contribute positively to society. This is achieved through a Christ-centred approach where the gospel is central. God's Word is applied to all areas of learning and experience. Students and staff are challenged, encouraged and supported to love learning and pursue excellence to the glory of God.





SOME OF OUR KEY DISTINCTIVES

Covenant Christian School offers a unique educational experience that draws from the rich heritage of Christian schooling that stretches back even before the 16th century Reformation. We favour a pedagogy that has proven itself over time as being able to meet our mission of challenging and encouraging both students and staff “to love learning and pursue excellence to the glory of God”.

Characteristics of our program include:

A CHRIST-CENTRED EDUCATION THROUGHOUT THE CURRICULUM

Our staff are personally committed to serving Christ – they share a love for God’s Word and are encouraged to bring their Christian beliefs into every aspect of their teaching. Our staff are very much aware that they model what faithful Christian living looks like to our young people.

A STRONG MORAL FRAMEWORK

Covenant seeks to develop the moral character of our students through upholding the Bible’s teaching about morals. This includes promoting godly character traits such as kindness, gentleness, respect for authority, self-control, integrity, diligence, tenacity, and so on as well as teaching God’s design for marriage as between one man and one woman for life and that male and female is a created reality and norm, not a choice.

AN EMPHASIS ON DEVELOPING WISE AND ELOQUENT STUDENTS

We aim to teach more than just academics – we also aim to develop students in a holistic way who are familiar with the rich wisdom we have inherited from previous generations.

A major aspect of this is the role model provided by our staff who are all professing, committed Christians who are encouraged to share the teachings of Scripture with students throughout the instructional program.

We also aim to develop students who are able to articulate their own thinking in a confident and eloquent manner. To this end we use a world class reading, writing and spelling program in our Primary years (LEM phonics) and combine this with annual debates in both upper Primary and Secondary. Students are also taught composition through the Institute for Excellence in Writing (IEW) Structure and Style approach which aims to help students develop their reasoning skills through writing across the curriculum.



FURTHER KEY DISTINCTIVES

DIRECT INSTRUCTION

Direct or explicit instruction is very much teacher-directed learning. The teacher breaks down the material into smaller instructional tasks and models to the students through worked examples how to do the tasks. Students then practice under the guidance of the teacher and encouraged as they move to competence. This form of instruction accords with what we know about how the human brain works (that is, that learning happens most efficiently when teaching is clear, systematic and does not leave students to construct or discover information without any guidance).

A WISE USE OF TECHNOLOGY

Unlike many schools, we do not require families to provide their children with an electronic device for use in the classroom. Our staff are encouraged to use technology when there is a clear educational benefit for students. We have adopted Chrome OS as our base for student computing. Two computer rooms are available for Digital Technology learning, as well as several portable sets of Chromebooks for in-class use.





DEPUTY PRINCIPAL POSITION DESCRIPTION

THE ROLE

The Deputy Principal is directly responsible to the Principal for the day to day management and performance of staff and students from Preschool to Year 10. They are assisted and supported in this task by the Primary and Secondary Directors of Studies. The Deputy Principal also acts as Principal of Covenant Christian School in the absence of the Principal.

THE PERSON

The Deputy Principal will have:

1. A demonstrated commitment to serving Christ in Christian Education.
2. Academic qualifications and experience appropriate to a senior leadership role in a Christian school.
3. Accreditation which enables them to teach with the Australian Capital Territory Teacher Quality Institute (TQI), or an ability to gain such accreditation.
4. A reformed evangelical theological understanding and personal commitment that enables them to fully subscribe to the school's educational purposes as outlined in the **Constitution** and the **Statement of Faith**.
5. A recognized ability to lead in a manner that gains the respect and affection of the school community.
6. Skills in planning, coordinating and managing educational activities.
7. Ability to assist staff in reviewing and improving their teaching effectiveness.
8. High level communication and interpersonal skills in dealing with all members of the school community.
9. A demonstrated commitment to professional self-development in the field of Christian Education.
10. Personal qualities such as adaptability, initiative, versatility, enthusiasm, optimism and the ability to bring about change.
11. A current Working With Vulnerable People (WWVP) registration.



DEPUTY PRINCIPAL POSITION DESCRIPTION CONT.

DIRECT RESPONSIBILITIES

The Deputy Principal has overall responsibility, supported by other leaders as appropriate, for:

- The efficient, day to day running of the school.
- Supporting the Principal in turning the Vision and Mission of the school into observable behaviours and attitudes
- Induction of new staff
- The management of students and academic staff Professional Development of academic staff

Specific responsibilities include:

- Staff and student wellbeing and pastoral care, including oversight of the Chaplain
- Academic budget oversight
- Child protection policy implementation
- Other matters as required by the Principal

ACCOUNTABILITY

The Deputy Principal is directly accountable to the Principal.

SALARY AND CONDITIONS

Competitive salary and conditions will be negotiated with the successful candidate. Reasonable relocation expenses will also be provided.





APPLICATION PROCESS

APPLICATION REQUIREMENTS

The applicant should be able to demonstrate in their application that they are:

- A committed follower of Jesus Christ, actively involved in a protestant Christian church whose theology is consistent with the school's Statement of Faith.
- Have a commitment to Christian Education in the reformed, evangelical tradition.
- Willing to be involved in developing an intentional liberal arts/classical approach to Christian education.
- Able to inspire and empower colleagues under their leadership.
- A well-qualified, experienced and successful teacher.
- A competent, professional manager in the day to day management of schools, or able to demonstrate the potential to be such a manager.

THE APPLICATION SHOULD INCLUDE:

1. A brief covering letter addressed to the Principal, Martin Keast.
2. A complete and current CV.
3. A statement detailing experience and interest with particular reference to the characteristics noted in the dot points under 'Application Requirements' above.

TO APPLY

Applications should be sent via email to the CEN Consultancies Administrator, Melinda Storm, consultancy@cen.edu.au
An email acknowledgement confirming receipt of an application will be sent.

CLOSING DATE

The closing date for applications is COB **Friday 6 October 2023**.

