



Leighland Christian School

Senior Principal Candidate Information Pack



At Leighland Christian School *we value*

1. Christian Values from a biblical perspective
2. Educational richness and diversity
3. God-given potential
4. Faith, hope and love
5. Grace, respect and dignity
6. Christian character
7. Truth with integrity
8. Partnership with parents and carers

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Leighland Christian School

Leighland Christian School is situated on the beautiful North West coast of Tasmania. The picturesque town of Ulverstone is the home to Leighland's larger campus. It sits near Bass Strait and is surrounded by lush pastures and prime farming land. Ulverstone is 20 minutes from Devonport, home to the Spirit of Tasmania ferry.

Leighland Christian School is an inter-denominational, co-education, distinctively Christ centred learning community across two campuses situated in Ulverstone and Burnie. The school is committed to providing effective spiritual, emotional and physical support for all our students with a focus on learning and continuous improvement of academic performance.

Leighland Christian school provides for Kinder to Year 12 enabling a smooth transition from Primary to Secondary school, catering for each unique stage of a young person's development. Students and teachers explore the basis for a relationship with God and seek to work together according to biblical principles and values. Learning at Leighland is more than imparting knowledge; it is to develop wisdom to make wise choices in life and provide a space for the formation of a student's character.

Leighland is known for being a warm and inclusive learning community, where staff invest deeply in the students' spiritual, educational and emotional wellbeing. The school offers a wide range of extra-curricular opportunities including sport, creative and performing arts, academic clubs and opportunities for fun and learning together.

Christian education invites young people to see and understand the world through the perspective of God's truth.

For more information on the school visit: www.leighland.tas.edu.au



Vision

To be a loving Christ Centred community demonstrating a vibrant faith and commitment to God's Word.

Dedicated to educational excellence and encourage each individual to explore and pursue their God-given potential, inspiring a lifelong passion for learning and service.

Mission

Learning and serving together in Christ

Learning Framework

Teaching practices

- Collegial partnerships and collaborative -planning
- Professional learning opportunities and coaching
- Clearly articulated leaning goals and intentions
- Application of AITSL standards
- ISTAA Experienced Teacher Program

Differentiating the Curriculum

- Enrichment programs
- Learning Support
- Individual Education Plan (IEP)
- Individual Support Plan (ISP)
- Parent and student consultation
- Learning Enrichment Centre

Teaching & developing thinking skills & learning styles

- Formational Learning (CEN)
- CORWIN Visible Learning
- High Order Thinking Skills
- Biblical Threads
- Learning Dispositions
- Multiple Intelligences
- Blooms taxonomy

Teaching, learning in community

- Incorporating appropriate technologies
- Cross curriculum approach
- Inquiry based learning
- LinC - Leighland in Community

Encouraging collaboration

- Inter disciplinary approach
- Engaging with other schools
- Cross campus collaboration and planning
- Internal and external moderation of tasks

Embedding technologies

- Use of digital devices to enhance learning opportunities
- Video conferencing
- Specialised applications to differentiate curriculum

Assessing students and reporting on progress

- Internal and external assessment
- Data analysis
- Strategic learning improvement planning
- Self and peer assessment
- Timely and appropriate feedback
- Marking rubrics

Developing problem solving & critical thinking

- Inquiry based learning
- Cross curriculum approach
- Real world problems



Senior Principal

The Senior Principal is appointed by the Leighland Christian School Board and is responsible to the Board for the ongoing management of the school in accordance with the strategic direction, policies and programs determined by the board.

They will have a passion for learning and the wellbeing of students and staff and have an excellent understanding of, and commitment to Christian education principles.

The Senior Principal will be responsible for the leadership of people, programs and facilities of a multi-campus school to ensure the sustainable future of a Christ Centred learning community.





Key Responsibilities

Spiritual Leadership

The Senior Principal will lead a Christ-centred, God-honouring educational community that reflects a Biblical worldview in all aspects of its culture, atmosphere, direction and programs and provide appropriate pastoral oversight to the School community.

Shaping the School's vision and culture

The Senior Principal will ensure the culture and behavioural expectations of the School, as defined by the Board, are clearly articulated and outworked throughout the School.

Building quality relationships and employment structures

The Senior Principal will build warm, trusting and highly effective relationships with members of the executive team and all staff, providing an environment that acknowledges and supports staff initiatives and achievements.

The Senior Principal will take responsibility for the recruitment, appointment, leadership, management and tenure of all employees.

Leading the School's educational program

The Senior Principal will:

- lead effective teacher professional learning and development
- ensure that Staff support the Christian Education National (CEN) and National Institute of Christian Education (NICE) professional development programs
- oversee the development of a Christ-centred curriculum
- oversee learning goals and expected learning outcomes
- lead pedagogical innovation and continuous improvement of the learning environment
- resource the educational program strategically

Student Development and Pastoral Care

The Senior Principal will:

- oversee the development of wellbeing programs for students and staff
- inspire, direct, guide and encourage students in their Christian educational and spiritual development
- ensure that individual student learning needs are understood
- oversee the development, implementation and review of student assessment procedures

Community Engagement

The Senior Principal will engage effective communication strategies with students, staff, parents and the wider community

Leading and managing the organisation

The Senior Principal will lead and manage, with appropriate operational knowledge and skills, in the areas of: school governance, human resources, strategy and planning, finance, master planning of learning spaces, facilities and assets, marketing, admissions and community engagement, policy development, risk and compliance, information technology.

Governance

The Senior Principal is responsible for compliance with all Government and statutory reporting requirements and will report to the Board on the status of policies, strategies, directions and plans.

Strategic Planning

The Senior Principal will be directly involved in strategic planning in collaboration with the board and have the capacity to implement visionary, strategic and operational planning processes.

Finance & Infrastructure

The Senior Principal will ensure the ongoing financial viability and sustainability of the School by ensuring that all resourcing aligns with the Board approved budget and the culture and strategy of the School.

Government Reporting & Statutory Compliance

The Senior Principal will keep abreast of Government regulations, laws, policies and correspondence and ensure the School is always compliant.

Knowledge and Experience

The successful applicant will be able to articulate:

- their Christian faith and commitment
- their vision for Christian education of young people
- their values
- their educational philosophy
- how they create a welcoming and inspiring learning environment
- their understanding of how learning takes place
- how they develop collaborative leadership teams

The successful candidate is able to describe:

- their expectations of students, staff and parents
- how they will collaborate with staff to devise policies and develop strategic, research-based plans and procedures to facilitate improvement in student learning

The successful applicant will be able to provide examples from their experience that speak to:

- the elements of effective strategic planning
- personal involvement in developing and implementing a strategic plan
- how they build trust and develop strong relationships with staff, students, parents, alumni and external networks
- building a professional learning community and involve all stakeholders
- change management principles and practices
- engaging in professional conversations
- how they determine priorities for teacher professional learning
- how they engage students, parents and the community in the life of the School

The successful candidate:

- understands the role of the Board, the role of the Senior Principal and the importance of the relationship with the President of the Board
- displays an understanding of the essentials of school finance and budgeting
- knows the legal and regulatory requirements incumbent in the role
- displays some familiarity with master planning and project management
- articulates their view of the use of technology for the organisation and learning



Personal Characteristics

The Senior Principal is expected to demonstrate clear evidence of a mature and flourishing Christian faith demonstrating Godly wisdom and Christ-like qualities, together with self-awareness and the ability to understand feelings and behaviour in interpersonal situations and act appropriately, including:

- The ability to lead and take responsibility for the performance of a capable and collaborative executive team
- A willingness to develop a deep understanding of people and their needs and the ability to adapt to context
- High level communication and interpersonal skills to build relationships and engage with all members of the School community
- Skills in the administration and management of whole-school programs and operations
- Resilience and persistence in achieving goals
- A focus on student achievement that puts students ahead of personal or political interests
- An ability to initiate and facilitate processes for improvement in learning and teacher pedagogy, along with enhancement of the School's learning culture
- An ability to learn and a willingness to take risks and face challenges with optimism and enthusiasm

Application Instructions

Interested applicants should familiarise themselves with the following (click to access):

[Statement of Faith](#)

[Educational Creed](#)

[Working at Leighland Christian School](#)

[Position Description](#)

The application should include:

1. A brief covering letter addressed to the Board President, James Hills.
2. A complete and current CV.
3. A statement detailing your experience in regard to the key responsibilities and personal characteristics outlined above, citing appropriate supporting evidence.

To apply, please email through your application to the CEN Consultancies Administrator, melinda.storm@cen.edu.au You will receive an email acknowledgement confirming receipt of your application.

Applications close: COB Friday 29 October 2021

Queries may be directed to the CEN Consultancies Administrator melinda.storm@cen.edu.au

