



**St. Joseph's
College Echuca**
STRENGTH & KINDLINESS



Position Description

Position of Leadership - Learning Enhancement Leader (PoL 3)

POSITION DETAILS	
College	<i>St Joseph's College Echuca</i>
Reports to	<i>College Leader Enrichment and Inclusion</i>
Classification	<i>Teacher</i>
Employment Type	<i>Full time</i>
Time Release	<i>Minimum of 7 periods per cycle (30 periods full load)</i> <i>Time allocation will be commensurate with the role</i>
Remuneration	<i>As per the Victorian Catholic Education Multi Enterprise Agreement 2022 (CEMEA)</i> <i>Salary level 1 July 2025 - \$79,589 - \$118,063 + Super</i> <i>PoL 3 1 July 2025 - \$9,629</i>

POSITION SUMMARY

The Learning Enhancement Leader is responsible to the College Leader Enrichment and Inclusion. They work with Learning Leaders and subject teachers to ensure that the identified learning needs of individual students are met. These needs include specific learning difficulties and integration support needs.

The Learning Enhancement Leader is a member of the Learning and Teaching Team, and in conjunction with the Director of Enrichment and Inclusion and the College Leadership Team, has responsibility for development of the curriculum, reporting and ensuring staff are teaching engaging, rigorous and progressive units for students with special learning needs.

MISSION AND VISION

All staff members of St Joseph's College are expected to:

- uphold the Kildare Education Ministries core values, apply them to their work and ensure their priorities focus on quality teaching and learning, student and staff wellbeing and the careful stewarding of physical and financial resources
- have a demonstrated understanding of the ethos of a Catholic school and its mission
- demonstrate a commitment to instil in students a respect for each other in accordance with the teaching of Jesus Christ
- demonstrate a commitment to personal witness as a member of a faith community.

Our College motto 'Strength and Kindliness' comes to life in each staff member as they demonstrate the strength to do their job well and the kindliness to undertake it with compassion.

Leadership at St Joseph's College is inspired and shaped by the document *Leadership in a Kildare Education Ministries School* and the relevant AITSL Standards. House Leaders are expected to function at 'Lead' standard.

Fundamental to the vision of Kildare Education Ministries is the belief, clearly articulated in its foundational documents, that education is transformative and that it is underpinned by principles of sound educational practice based in a rich Catholic tradition.

All leaders will actively and collaboratively promote and enhance the Catholic Mission and Identity of the College and respond to contemporary research and theological thinking through the development and actioning of the school improvement plan. They will facilitate the ongoing development and understanding of the Kildare Ministries core values, Living Justice, Living Peace, and the implications for our way of being at St Joseph's College. The core values that guide KEM schools are: Compassion, Justice, Hospitality, Courage, Hope & Wonder. These core values ensure the College Leadership Team works together in leading this thriving school community.

LEADERSHIP

At St Joseph's College, leaders are expected to demonstrate skills and a personal commitment to improvement in areas of school life, with the aim of offering leadership that is effective and has a meaningful, positive and lasting impact on student outcomes. All staff are expected to be supportive of the distributive style of leadership informed by growth coaching. This leader will be actively supportive of the school improvement priorities and the strategic plan.

The College uses the [AITSL standards](#) to classify teachers into stages from Graduate, Proficient, Highly Accomplished to Lead. As a member of the College Improvement Team teachers should be at a 'Lead' standard.

COACHING AND PROFESSIONAL LEARNING

St Joseph's College expects all staff members to be part of a positive and reflective culture. As such, the College supports and encourages growth coaching for all staff. Coaching is to be built into the professional practice of all staff, and this practice is acknowledged as contributing to the effective and meaningful growth and development of staff. All leaders will coach a team of staff that are allocated by the Director of Capacity and Culture. Professional learning is valued and recognised, in particular, as a major contributing factor towards improvement in student learning outcomes.

In addition to the role description for a teacher, the following duties are aligned to the major areas of responsibility of this position of leadership:

STATEMENT OF DUTIES

- Actively articulate the school's vision and mission as a Catholic school, and use this as a wellspring in all discussion and decision-making
- Active as an individual, or as a team member, to work towards the success of the school's Strategic Plan, providing support, stimulus and action as necessary
- Available to all staff for consultation and support
- Communicate and exemplify correct procedures and processes to staff
- Address staff meetings and other forums on matters pertaining to their respective areas of leadership
- Contribute to the development of College policies and procedures
- Seek professional development to further understand the mission of St Joseph's College and to develop as leaders and educators
- In collaboration with the Director of Enrichment and Inclusion, prepare applications for the funding of students and learning, social or physical difficulties
- Plan, implement and evaluate alternative or individual learning programs (ILPs) to meet the needs of students who require educational support
- Support individual teachers in meeting the needs of those students who require specific attention or work modification
- Lead the Learning Enhancement Team, and ensure the Education Support Staff are reflective, collaborative and rigorous in their work with staff and students
- Support and oversee regular Program Support Group (PSG) meetings and write annual submissions for students eligible for integration funding through CECV
- Liaise with other school leaders to implement appropriate processes or programs, both school-based and community-based which meet needs of individual and/or small groups of students
- With the College Leader Enrichment and Inclusion, the College Leadership Team, House Leaders, VCE Coordinator and Pathway Leader and Work Related Skills team, ensure the students at risk of not completing their courses are appropriately counselled and are assisted with the necessary support
- Maintain ongoing detailed records of students with special needs, their program performance levels and ensure that information is disseminated twice yearly or following PSG meetings
- Establish networks with other schools and community groups as required.

ATTRIBUTES & DISPOSITIONS

- A dynamic teacher who works well with their peers to plan for and implement teaching programs that improve student academic outcomes
- A commitment to improving learning and teaching across the whole school
- Highly developed interpersonal and communication skills and the ability to liaise and communicate effectively with people at all levels and from varying backgrounds
- Able to deal sensitively with confidential information
- A strong commitment to teamwork
- A proven capacity to work independently and effectively in the face of changing priorities, deadlines and pressures.

RISK & OCCUPATIONAL HEALTH & SAFETY

All College staff members will:

- comply with legislated occupational health and safety practices and participate in consultative processes
- observe safe work practices in accordance with training and instruction given
- identify, report and where appropriate, action risk/hazards in order to eliminate or mitigate against the risk recurring. (Risks arising in the workplace may be financial, site, task, reputational or person-specific or related to safety)
- promote and implement occupational health and safety and risk mitigation processes within the College.

COMMITTEES & REPORTING

<i>Internal</i>	<i>External</i>	<i>Committees</i>
<i>Principal Leadership Team Staff Students</i>	<i>Organisations outside the College CES Parents/Guardians Visitors to the College</i>	<i>As per directed by Principal</i>

CHILD SAFE RESPONSIBILITIES

- St Joseph's College is committed to creating and maintaining a child safe environment in which students feel safe and are safe. All College staff must commit to the College principles of Child Safety and Maintaining a Child Safe School Environment as outlined at <http://www.sje.vic.edu.au/child-safety>.

TERMS AND CONDITIONS

- A commitment to Catholic Education including accreditation to teach in a Catholic School or a commitment to attain registration within 2 years of the appointment
- Current registration with the Victorian Institute of Teaching
- Post Graduate studies in Leadership, or a willingness to undertake further study relevant to the primary focus of the role
- An ability to work within a distributive and collaborative decision-making structure
- A sound grasp of current educational thought and practice specifically in the context of the role
- A vision for the role
- An ability to communicate effectively with the whole school community as well as with the wider community
- Comply with St Joseph's College Child Safety Code of Conduct and KEM Child Safety Code of Conduct, KEM Ethical Standards Policy
- Appropriate qualifications and/or experience.

CONTRACT & CONDITIONS

Contract & Conditions	<ul style="list-style-type: none">● Ongoing - Teacher● The role tenure is for 3 years. If the contract is not renewed the staff member will return to an ongoing teaching position.● The Learning Leader will undertake a review during this tenure.● The Learning Leader is expected to:<ul style="list-style-type: none">● Be available onsite a few days prior to the commencement of the school year and until the gazetted final day.● Attend planning meetings during holidays or work short periods on weekends if required.● Perform other appropriate duties as may be required by the Principal. This may include taking on particular projects at the request of the Principal. These projects may be short term or ongoing depending on the nature of the assignment.
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