



**DIRECTOR**  
**TEACHER GROWTH &**  
**DEVELOPMENT**  
**POSITION DESCRIPTION**



## OUR PLACE

## YOUR STORY

St Patrick's College motto is 'Certa Bonum Certamen' (Fight the Good Fight) and it reminds us that we are each called to strive to make a better world for all.

We are proud of being a place of faith, learning and humility. We embrace diversity and we are ever mindful of inclusion, with each person's unique story and contribution valued and acknowledged. It is futures driven and values led, creating critical and creative thinkers who desire to be their best self and confident global citizens.

We emphasise mutual respect that values and fosters the partnership among staff, students and families, with a student-centred approach to teaching and learning that tracks and mentors' students and recognises varying ways of student achievement, improvement and success and encourages reflective learning.

St Patrick's aspires to form dynamic leaders who can nurture the talents of all our staff in a caring and supportive environment where everyone can flourish and grow into reflective and confident practitioners who want to become exceptional in their craft and contribute to our community for the good of all.

We seek people who are passionate about and excel at their work, who display exemplary collaborative practice and who demonstrate the highest professional standards.

Our team care deeply about students and are adept at building formative relationships and can nurture a student's spirit and challenge their mind. Our leaders are people who care passionately about building and maintaining an exceptional working and learning environment, one that fosters a strong community spirit, and ultimately the best possible outcomes for our students.

Our College belongs to Edmund Rice Education Australia (EREA) and we are committed to providing a liberating Catholic education. Each of us contributing to liberating our young people through an education that gives them greater opportunity to reach their potential and make a difference to their own lives and others around them.

# DIRECTOR TEACHER GROWTH & DEVELOPMENT



St Patrick's College is a member of the Edmund Rice Education Australia (EREA) network and is committed to providing a liberating Catholic education that creates critical and creative thinkers who desire to be their best self and confident global citizens.

## PURPOSE

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The primary role of Director Teacher Growth & Development will be to support the mission and ethos of the College and align with touchstones embedded in the Charter for Catholic Schools *in the Edmund Rice Tradition*.

The role holder is responsible for building capacity and growth in the academic staff of the College, leading to improvement of teacher practice and more deeply engaged student learners. The College seeks to provide an atmosphere of professional collaboration and improvement that ensures every teacher is given the opportunity to reach their potential. The role-holder will work in close partnership with the Dean of Teaching & Learning to help all teachers, irrespective of experience, to grow, develop and continue providing the very best of classroom practice

The Director of Teacher Growth and Development is responsible for leading initiatives that drive innovation and change in teaching practices.

## ORGANISATIONAL RELATIONSHIPS

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- Is appointed by the College Principal
- Reports to the Deputy Principal
- Leads the Program Leader Beginning Teacher Mentor
- Works with Dean of Teaching & Learning, Heads of Faculty & Head of Digital Learning

## RENUMERATION AND TENURE

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Classification: Level 4 Middle Leadership  
2023 – 2026 Catholic Employers Single Enterprise Collective Agreement  
Religious Institute Schools of Queensland

Tenure **Director Teacher Growth & Development**  
**Contract Position**  
**Term 2 2025 - December 2025**

Applications St Patrick's College – Internal (acting)  
EREA - Internal (on secondment)

## POSITION RESPONSIBILITIES

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### Strategic Leadership

- Provide the leadership and expertise necessary to ensure that teacher growth and development is aligned with the mission, goals, and objectives of the College.
- Articulate a vision for teacher growth and development by preparing an annual operational plan which will demonstrate knowledge of trends, developments and needs in the SPC context.
- Lead strategic initiatives to identify teaching excellence across the College and foster a culture of peer collaboration, observations and feedback to improve practice.
- Remain current with all emerging College, state and national educational policy and procedure.

### Collaborative Leadership

- Work with the Deputy Principal and Dean of Teaching & Learning to lead the planning and execution of a program of academic staff professional development to encourage appropriate and innovative teaching strategies that enhance student learning outcomes.
- Deliver a development and support program for Beginning Teachers.



## **POSITION RESPONSIBILITIES Continued**

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### Teacher Professional Development

- Work with Heads of Faculty as they lead teachers in undertaking self-evaluation against the AITSL Teacher Professional Standards to prepare annual Professional Learning Plans.
- Set an example of excellent teaching and professionalism to all staff.
- Provide advice, support and coaching to Academic Staff in their planning and preparation in relation to a variety of teaching strategies, resources and data analysis that support rigorous classroom practice and differentiated learning.
- Facilitate HALT and LEAD accreditation for Academic Staff.
- Collaborate with educational leaders in other schools to ensure that the teacher performance & development framework in our context operates at the highest possible standard.
- Engage pre-service teachers in meaningful placement experiences at the College; prepare mentors for their arrival, lead in welcoming, developing and tracking pre-service teacher performance and teacher mentoring.
- Collaborate with the Dean of Teaching & Learning and the Head of Digital Learning to deliver Induction processes for all Academic staff
- Deliver professional development opportunities to academic staff that align with the College Strategic Plan.

### Administrative

- Participate in academic staff employment selection processes as required, including panels.
- Administer and track QCT Teacher Registrations and action QCT communications.
- Monitor and evaluate the effectiveness of professional development initiatives.
- Use data to inform decision-making and improve teacher performance.
- Assist the Deputy Principal with the organisation, planning and delivery of Staff Meetings and Staff Weeks (January, July & December).
- Manage Teacher Professional Development and oversight - working to budget and under the direction of Deputy Principal.

## **EXPECTED KNOWLEDGE, ATTRIBUTES & COMPETENCIES**

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- An understanding and appreciation of the ethos of St Patrick's College as a Catholic school in the Edmund Rice tradition, particularly as to how it is applied on a daily basis in the school community.
- Substantial knowledge of and demonstrated experience in curriculum initiatives and development, particularly in relation to the education of boys.
- An educational vision for teacher performance and development, and experience leading colleagues in a collaborative team environment.
- Demonstrated excellence in teaching, reflecting an integration of contemporary pedagogical and curriculum theory.
- Substantial knowledge of current trends in pedagogy and staff development, and a proven ability to initiate change, as required, aligning with school-wide strategic directions.
- Comprehensive understanding of the AITSL Teacher Professional Standards and a range of effective instructional language frameworks.
- Demonstrated success in leading a wide range of teachers in their professional development.
- Demonstrated experience as a life-long learner.
- Extensive curriculum experience working in a mentor and/or leadership role with other teachers.
- Master's degree in education, educational leadership ( or working toward completion)
- Strong leadership, communication, and organisational skills
- Proven ability to drive innovation and change in educational settings.

## **KEY REQUIREMENTS**

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- Be committed to the goals, Catholic ethos and mission of the College in the Edmund Rice tradition
- Be committed to Christian Leadership through vision, service and example.
- Be committed to building our community.
- Display an elevated level of professional competency and ensure that behaviour and personal presentation reflect the College's values and professional expectations.
- Support the College Principal and other members of the CLT with their duties as required
- Provide Christian Leadership in the performance of leadership duties within the role.
- A collegial work style characterised by collaboration, accessibility, resilience and results oriented.
- Have an appropriate level of professional qualification both formal and informal and/or relevant experience, professional activity through membership of professional associations and on-going professional development.



## KEY REQUIREMENTS

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- Commitment to Professional Development that assists in being conversant with the educational issues, best practice and ensuring the best outcomes for boy's education.
- Read, understand and comply with all organisational policies, procedures and direction, while demonstrating professional workplace behaviour in accordance with the EREA Code of Conduct.
- Adhere to the College Dress Code
- Understand and adhere to the requirements of the Privacy Act in relation to staff, students and families at the College.
- Attendance/assistance at/with College events and respond to the operational needs of the College and to other duties as directed by the Principal or their delegate.
- Participation in staff meetings, performance reviews, mandatory training and professional development as required.
- Have knowledge and awareness of applicable compliance and regulatory obligations including but not limited to Workplace Health and Safety and Risk Management requirements and Equal Opportunity and Anti-Discrimination requirements.
- Current registration with Queensland College of Teachers.
- Accept that the College reserves the right to modify the position to meet its operating requirements.
- Valid (or ability to obtain) Working with Children Blue Card
- Flexibility with working hours is an expectation of this position.
- This position is a timetabled teaching role.

### Child Safeguarding Responsibilities

EREA is a child safe and child-centred organisation, committed to the protection of children and has zero- tolerance of any abuse of children. It is our commitment to ensure that each and every child and young person under our care is kept safe and free from all forms of harm and abuse.

EREA is committed to ensuring the safety, wellbeing and dignity of all children and young people. Our physical and cultural environment promotes children and young people's feelings of inclusion, participation and empowerment.

You are required, as a condition of employment at EREA, to comply with our Child Safeguarding Program, including our Child Safeguarding policies and procedures, the EREA Child Safe Code of Conduct, your legal obligations with respect to the reporting of child safety incidents or concerns, and in maintaining a valid and current Working With Children Card.

It is your responsibility to be aware of key indicators of child abuse and other harm, to be observant, and to raise any and all child safety incidents or concerns.

*Disclaimer: This position description does not form an exhaustive list of your duties. You may be required to undertake other tasks and activities, in accordance with your role level, as required by the business from time to time.*

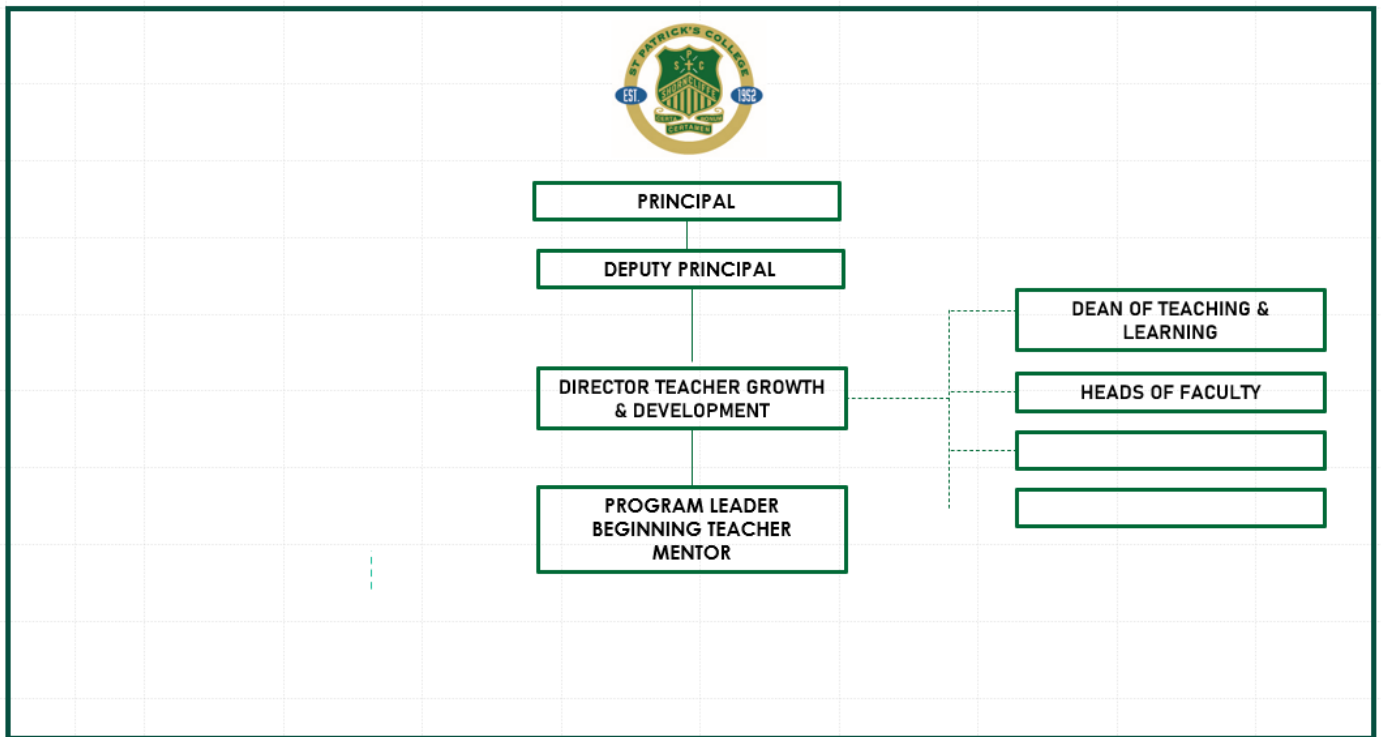
### General Terms of Appointment

All employees are bound by the expectations contained in the Edmund Rice Education Australia Principles of Employment and the Vision and Mission of St Patrick's College.

St Patrick's College employees accept that multi-skilling is an essential component of their employment, and that all employees may be required from time to time to undertake duties that are outside their normal position description but within their skills, competency and capability.



**ORGANISATIONAL CHART – REFLECTING THOSE POSITIONS DIRECTLY CONNECTED TO THE ROLE**





## APPLICATIONS ARE NOW BEING ACCEPTED FOR THE POSITION OF:

### DIRECTOR TEACHER GROWTH & DEVELOPMENT

Term 2 2025 – December 2025

#### COMMENCEMENT

The Director of Teacher Growth & Development is a contract position commencing in Term 2 2025 – until December 2025.

Applications for this role is available to St Patrick's College Academic Staff.

*This role is also open to applications from within our EREA Colleges network( on secondment) please ensure you have Principal Approval prior to applying.*

#### REMUNERATION

This is a Tier 4 Middle Leadership Position as per the Catholic Employers Single Enterprise Collective Agreement, Religious Institute Schools of Queensland 2023 -2026

#### PURPOSE

The primary role of Director Teacher Growth & Development will be to support the mission and ethos of the College and align with touchstones embedded in the Charter for Catholic Schools in the Edmund Rice Tradition.

The role holder is responsible for building capacity and growth in the academic staff of the College, leading to improvement of teacher practice and more deeply engaged student learners. The College seeks to provide an atmosphere of professional collaboration and improvement that ensures every teacher is given the opportunity to reach their potential. This role partners with the Dean of Teaching & Learning to assist all Academic Staff Members, irrespective of experience, to grow, develop and continue providing the very best of classroom practice.

The Director of Teacher Growth and Development is responsible for leading initiatives that drive innovation and change in teaching practices, in response to the strategic plan of the college and in alignment with the touchstones embedded in the Charter for Catholic Schools in the *Edmund Rice Tradition*.

#### SELECTION CRITERIA

The successful applicant will demonstrate:

- An understanding and appreciation of the ethos of St Patrick's College as a Catholic school in the Edmund Rice tradition.
- Substantial knowledge of and demonstrated experience in curriculum initiatives and development, particularly in relation to the education of boys.
- An educational vision for teacher performance and development, and experience leading colleagues in a collaborative team environment.
- Comprehensive understanding of the AITSL Teacher Professional Standards
- Demonstrated success in leading a wide range of teachers in their professional development.
- Extensive curriculum experience working in a mentor and/or leadership role with other teachers.
- Demonstrated ability to drive innovation and change in educational settings.

#### HOW TO APPLY

#### APPLICATIONS FOR THIS ROLE CLOSE ON Monday 25<sup>th</sup> March 2025 9am

Your application should be directed to the Principal, Ms Amber Hauff (Reference: Director Teacher Growth and Development) via [jobapplications@stpatricks.qld.edu.au](mailto:jobapplications@stpatricks.qld.edu.au)

and must include the following:

- A Cover Letter – outlining what you would bring to this role.
- Response to Selection Criteria ( no more than three pages)
- Three Professional Referees
- Current Resume