

Job Title:	Leader of Enrichment & Inclusion
Classification Level:	Band 2, Level 2
Sub-School:	Middle & Senior School (Years 6-12)
Campus:	Wynn Vale
Reporting relationships:	Curriculum & Pedagogy Leader Heads of Middle & Senior School

The 'King's Way'

King's Baptist Grammar School (King's) is a place where every student is seen, heard, known and feels a sense of love. Our school is a place of connection and belonging in which reciprocal relationships between staff, students and families reflect (and invite us into) the perfect relationship of our triune God; Father, Son, and Holy Spirit.

King's is the only Baptist School in South Australia providing a complete ELC-Year 12 experience as a part of a Jesus-centred community. We inspire hope by creating opportunities for people and families to do life better, together.

Our Vision of Faith (Visio Fidei) provides excellence in teaching and learning, in a faith-based community, where every student is provided with a breadth of opportunities, empowering individuals in partnership with their families.

King's is a place where people come first; a community workplace that's built on relationships and mutual respect, bringing out the best in each other. A supportive, faith-based work environment strengthened by prayer, devotion, and opportunities for spiritual and practical support. We strive for meaningful, individual, and professional development that enhances the King's Community.

Our leadership values guide the behaviour, culture and mind-set that underpin the 'King's Way.'

Servant Leadership	Demonstrating Humility and Service by leading with empathy, awareness, and a commitment to the growth of others.
Pastoral Leadership	Caring for the person is behind every decision, action, and conversation by treating each other with Fairness and Respect .
Accountable Leadership	Being reliable, responsible, and building trust with others by acting with Excellence and Integrity .

Middle and Senior School

At King's, our Middle and Senior Schools are united in their commitment to empowering students to navigate the changing world and develop as independent thinkers with a strong sense of self. We prioritise pastoral care, ensuring that every student is recognised and valued. Central to our ethos is our dedication to offering diverse experiences that allow students to genuinely express their unique talents, passions, and interests, thereby fostering holistic learning and personal growth. The strong partnership between educators, students, and families creates a culture of mutual support, curiosity, and growth, reflecting our belief that we are truly better together.

Position Purpose

The Leader of Enrichment and Inclusion is a member of the Curriculum and Pedagogy Team who collectively drive all matters related to student learning and achievement. In addition to specific portfolio responsibilities, each Leader is charged with:

- Coaching individuals and teams of teachers to deliver a student-centred pedagogy in order to maximise student outcomes.
- Contributing to driving curriculum innovation across the school
- Overseeing the implementation and ongoing use of the Learning Management System as a tool for planning, facilitating and assessing learning
- Creating accountable structures in regard to the monitoring of programs, assessment and reporting
- Collectively embracing the use of appropriate technology in pursuit of educational outcomes
- Support other Leaders in the achievement of portfolio specific goals.
- Work in collaboration with pedagogical leaders in the Early Years and Junior School to establish inclusive learning programs and a seamless transition through the school.

The Leader of Enrichment and Inclusion plays a vital role in ensuring that all students, including those with diverse learning needs, receive the support and enrichment necessary to thrive. This position is dedicated to overseeing Individual Learning Plans (ILPs) and support plans, managing NCCD data, and empowering teachers and co-educators to implement effective differentiation strategies.

This role is a key member of the Curriculum and Pedagogy Team, working collaboratively to shape inclusive and high-impact teaching practices across the school. The Leader of Enrichment and Inclusion partners with teachers, parents, and allied health providers to foster a collaborative approach to student learning and well-being, ensuring that all students have access to an inclusive, engaging, and challenging educational experience.

The Leader of Enrichment and Inclusion will have a solid understanding of modern education research and legislative requirements as they relate to identifying students with diverse learning needs and create clearly communicated policies and procedures related to this.

Key Tasks and responsibilities

The Leader of Enrichment and Inclusion has the following key responsibilities:

Individual Learning Plans (ILPs) and Support Plans

- Oversee the development, implementation, and review of ILPs and support plans to cater to the diverse learning needs of students.
- Collaborate with teachers to ensure effective differentiation strategies are embedded in classroom practice.
- Mentor teachers in the monitoring of student progress and adjusts interventions as needed to maximise student success.
- Develop clear structures to establish and maintain enrichment programs for gifted students.

NCCD Data and Compliance

- Work in collaboration with the Leader of Data and Analytics to manage the collection, collation, and reporting of NCCD data, ensuring compliance with national and state requirements.
- Work with staff to ensure accurate and consistent evidence collection for funding and support purposes.

Teacher and Co-educator Support

- Create Co-educator support timetables in collaboration with the Leader of Data and Analytics.
- Provide professional learning to teachers and co-educators on inclusive education requirements and best practices.
- Empower and support teachers in differentiating the curriculum to meet the needs of all learners.
- Provide coaching, professional development, and resources to enhance inclusive teaching practices.
- Develop a team approach between subject teachers and co-educators to ensure effective in-class and small-group support for students.

Partnership and Engagement

- Serve as the key liaison between the school and allied health professionals (e.g., psychologists, speech therapists, occupational therapists) to coordinate student support.
- Build strong partnerships with parents, ensuring open communication and collaboration in supporting student learning.
- Work with school leadership to develop and implement school wide strategies that support engagement, differentiation, and enrichment for all students.

Professional Development and Collaboration

- Provide coaching and professional learning for teachers on best-practice assessment, student engagement and enrichment strategies, and holistic education.
- Work with staff to ensure that assessment and enrichment initiatives are inclusive, purposeful, and aligned with school values.
- Collaborate with school leadership to refine and improve student enrichment and inclusive initiatives.

Other

At times, the Leader of Enrichment and Inclusion may be required to perform other duties. These will be requested by the Principal, Heads of School or Curriculum and Pedagogy Leader.

Key relationships and accountability

- The Leader of Enrichment and Inclusion reports to the Curriculum and Pedagogy Leader.
- Works collaboratively with the Heads and Deputy Heads of Middle and Senior School, House Leaders, the Leader of Student Futures, and the Curriculum and Pedagogy Team.
- Accessible to Middle and Senior School staff, students and families.

Personal and Key Qualities

A personal commitment to the King's Way, (specific for the sub-school in which they work) and the school's Leadership Values that underpin the delivery of a Christian-based education to students in the School community is essential.

Education and Experience

- Diploma of Teaching, Bachelor of Education or higher in Education.
- Registered as a teacher in South Australia (or able to be).
- A record of success in achieving agreed goals in collaboration with others.
- Has undertaken the Growth Coaching Course (or has a willingness to do so).
- Has a demonstrated capacity to meet the standards of a Lead Teacher.
- Has a willingness to embrace King's School Wide Pedagogy.

Terms and Conditions

- The Job Description for a Teacher at King's underpins the role of Leader of Enrichment and Inclusion.
- The role of Leader of Enrichment and Inclusion is for a fixed term of 3 years and attracts the additional salary of a Position of Responsibility (POR) Level 2. The role holds a typical teaching load of approximately 0.2 FTE with a release time equivalent to 0.8 FTE.
- At the conclusion of this term the Leader of Enrichment and Inclusion will return to their substantive teaching position and associated salary at their Band 1 incremental step.
- Beyond the first term of appointment, the Leader of Enrichment and Inclusion will be entitled to reapply along with any other applicants should they wish to do so.
- In the circumstance that the position is required beyond the first term of appointment, the Leader of Enrichment and Inclusion will be entitled to apply along with any other applicants should they wish to do so.
- Employment conditions are contained in the current Enterprise Agreement.