

Job Title:	Leader of Excellence & Innovation
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 Excellence and Innovation 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 Excellence and Innovation is a future-focused leadership role that drives academic excellence, transformative pedagogy, and the purposeful integration of emerging technologies across Years 6–12. Central to the role is the oversight of assessment and reporting, ensuring alignment with Version 9 of the Australian Curriculum and SACE requirements. The Leader supports staff in designing rigorous, engaging, and meaningful assessment tasks, while guiding effective feedback strategies that promote student growth and reflection. A key element of the role is leading professional learning and coaching initiatives, equipping staff with best-practice approaches in assessment, engagement, and holistic education.

The Leader of Excellence and Innovation also champions educational innovation, leading the integration of AI, digital tools, and emerging technologies to enhance learning experiences and develop students' digital fluency and critical thinking. Through strategic partnerships with industry and higher education, the Leader of Excellence and Innovation ensures the school remains at the forefront of innovation. In close collaboration with the Executive and Middle Leadership teams, this role fosters a culture of creativity, curiosity, and high expectations, preparing students for success in a rapidly evolving world.

Key Tasks and responsibilities

The Leader of Excellence and Innovation has the following key responsibilities:

Assessment, Reporting and Student Growth

- Ensure all assessment tasks are aligned with Version 9 of the Australian Curriculum and SACE requirements.
- Support teachers in designing engaging, rigorous, and meaningful assessment tasks that measure student progress effectively.
- Lead the development of reporting processes that provide students and parents with clear, constructive, and growth-focused feedback.
- Guide staff in effective feedback strategies.
- Ensure that programs and assessment promote learning, reflection, and personal excellence.

Professional Development and Collaboration

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

Educational Technology and Future-focussed Innovation:

- Lead the integration of AI and emerging technologies into teaching and learning practices.
- Develop strategies to equip students with AI literacy, critical thinking skills, and responsible digital citizenship.
- Research and implement new digital tools and innovations to enhance classroom experiences.
- Champion research and experimentation with emerging technologies (e.g., AI, AR/VR, coding, robotics).
- Establish partnerships with industry, higher education, and other schools to remain at the forefront of innovation.
- Promote a culture of innovation, creativity, and digital fluency amongst staff and students.
- Collaborate with Executive and Middle Leadership teams to integrate technology with pedagogical best practice.

Other

At times, the Leader of Excellence & Innovation 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 Excellence & Innovation 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 Excellence & Innovation.
- The role of Leader of Excellence & Innovation 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 0.5 FTE with a release time equivalent to 13 lessons.
- At the conclusion of this term the Leader of Excellence & Innovation 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 Excellence & Innovation will be entitled to reapply along with any other applicants should they wish to do so.
- Employment conditions are contained in the current Enterprise Agreement.

- In the circumstance that the position is required beyond the first term of appointment, the Leader of Excellence & Innovation 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.