

<b>Job Title:</b>	Leader of Professional Practice
<b>Classification Level:</b>	Band 2, Level 2
<b>Sub-School:</b>	Middle & Senior School (Years 6-12)
<b>Campus:</b>	Wynn Vale
<b>Reporting relationships:</b>	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 <b>Humility</b> and <b>Service</b> 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 <b>Fairness</b> and <b>Respect</b> .
Accountable Leadership	Being reliable, responsible, and building trust with others by acting with <b>Excellence</b> and <b>Integrity</b> .

## 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 Professional Practice 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 Professional Practice plays a crucial role in fostering a culture of professional growth, excellence in teaching, and alignment with the school's pedagogical vision. This role is dedicated to supporting teacher development through goal setting, accreditation pathways, coaching, and instructional leadership.

A key focus of this role is embedding King's School Wide Pedagogy. The Leader of Professional Practice is a member of the Curriculum and Pedagogy Team and works closely with individual staff to enhance teaching capacity and student learning outcomes.

## Key Tasks and responsibilities

The Leader of Professional Practice has the following key responsibilities:

### ***Teacher Growth and Development***

- Leads and oversees the growth goal-setting process for teachers, ensuring alignment with school priorities and individual professional aspirations.
- Provides individualised coaching and mentoring to support teachers in refining and enhancing their instructional practices.
- Implements professional learning programs that drive pedagogical excellence and support staff in engaging with AITSL Teacher Standards.
- Guides teachers through accreditation pathways (e.g. Graduate, Proficient, Highly Accomplished, Lead Teacher) and supports their professional learning journey.
- Identifies subject specific areas for professional growth in graduate teachers and collaborates with key staff to ensure appropriate subject knowledge and skill development.

### ***Coaching and Professional Learning***

- Implement and facilitate Growth Coaching strategies to empower teachers in reflective practice and continuous improvement.
- Support teachers in integrating King's School Wide Pedagogy into their classrooms, ensuring a consistent and effective approach to student learning.
- Work alongside teachers in classrooms through coaching cycles, lesson observations, and feedback sessions to refine teaching practices.
- Organise and lead professional development workshops, professional learning teams, and peer observation initiatives.

### ***Accreditation and Teacher Standards***

- Guide teachers through AITSL accreditation processes, ensuring a clear understanding of expectations and pathways for career progression.
- Work with new and early-career teachers to support their Provisional to Full Registration transition.
- Assist experienced teachers in preparing applications for Highly Accomplished and Lead Teacher accreditation.
- Stay up to date with national and state-level accreditation policies and communicates relevant updates to staff.

### ***Pedagogical Leadership***

- Play an active role in the Curriculum and Pedagogy Team, contributing to strategic discussions on teaching and learning improvement.
- Collaborate with the Curriculum and Pedagogy Leader to align professional development initiatives with school wide pedagogical goals.
- Support the implementation of data-driven teaching practices, working with staff to analyse student outcomes and inform teacher development.
- Promote a culture of collaboration, innovation, and reflective practice across all teaching staff.

### **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 Professional Practice 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 Professional Practice.
- The role of Leader of Professional Practice 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 Professional Practice 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 Professional Practice 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 Professional Practice 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.