



MacKillop College

Thrive Leader

Position Description

Classification (CEMEA 2022)	Teacher
Position of Leadership Allowance	POL 3
Time Release	300 minutes per cycle
Position reports to	Deputy Principal: Wellbeing

About MacKillop College

MacKillop is a Catholic college in the Josephite tradition. Inspired by the spirit of St Mary of the Cross MacKillop, we strive to:

- encourage individuals to reach their full potential as lifelong learners by providing an innovative, challenging and collaborative learning and teaching environment in a rapidly evolving society;
- foster leadership by empowering and developing all members of the school community;
- enhance positive relationships in a supportive community by promoting justice and a sustainable future;
- support wellbeing by affirming the intrinsic dignity of every individual, embracing diversity and empowering active citizenship;
- witness the presence of God amongst us by celebrating our Catholic heritage as a faith community.

Overview of the Role

The Thrive Leader is responsible for the design, implementation and ongoing development of the Thrive Curriculum. Thrive, is a holistic wellbeing program that promotes the physical, emotional and social wellbeing of students, encompassing inclusivity, resilience, respectful relationships, and personal accountability within the context of Catholic Identity and Values.

The Thrive Leader will develop and implement wellbeing programs and initiatives that support students to meet the challenges of education and equip them with the skills and dispositions necessary for lifelong learning and positive engagement in community life.

Please note: This role description must be read in conjunction with a Teacher role description.

Commitment to Catholic Education

- demonstrate an understanding of the ethos of a Catholic school and its Mission
- demonstrate an understanding of the Church's teachings and the Catholic teacher's role in the mission of the Church
- demonstrate a capacity to instil in students a respect for each other in accordance with the teachings of Jesus Christ
- a willingness to integrate the Church's teachings into all aspects of curriculum

Commitment to Child Safety

- ensure students are provided with a safe learning environment
- be familiar with and comply with the MacKillop College Child Safe policy and Code of Conduct, and all policies or procedures relating to child safety
- demonstrate a duty of care to students in relation to their spiritual, physical and psychological wellbeing
- implement strategies that promote a healthy and positive learning environment
- demonstrate an understanding of the Victorian Child Safe Standards and their obligations, including mandatory reporting
- demonstrate appropriate behaviours when engaging with students
- report any concerns relating to child safety immediately to a MacKillop College Child Safe Officer and Leadership



Accountabilities

Leadership

- In consultation with the Deputy Principal: Wellbeing, articulate and communicate the purpose, learning goals and outcomes for Thrive to students, staff and families
- create partnerships with external organisations, presenters and agencies to strengthen and compliment the Thrive curriculum
- provide regular and meaningful feedback to the Deputy Principal: Wellbeing on the progress, impact, and development needs of the Thrive curriculum
- provide Thrive induction to new staff on the curriculum and its purpose
- provide professional learning, and guidance to staff delivering Thrive programs
- provide and seek regular feedback from Home Room Teachers, Year Level Leaders and Directors of Wellbeing on the effectiveness of the curriculum and content
- regularly review and update Thrive content to ensure the curriculum is satisfying the purpose of the program
- seek and provide analysis of student feedback to support the continuous improvement of the curriculum
- support the ongoing implementation of the Respectful Relationships curriculum
- ensure student engagement and voice is considered in the development and review of curriculum and resources
- lead the development, implementation and evaluation of policies and procedures relevant to Thrive
- facilitate purposeful and planned meetings and/or communication for Teachers facilitating Thrive

Thrive Curriculum

- lead the design, implementation, and review of the Thrive Curriculum, including:
 - social and emotional learning
 - development of effective study habits and learning strategies
 - respectful relationships and positive behaviour curriculum
 - student wellbeing and resilience education
 - study/assessment preparation
- align the Thrive curriculum with the broader College strategies for learning and wellbeing
- ensure the curriculum is clearly documented, scoped, sequenced and provides the appropriate level of challenge
- ensure curriculum and learning resources are accessible and available via College systems (preferably via a singular platform)
- ensure the curriculum reflects Catholic values and is consistent with College vision and mission
- ensure adequate accompanying resources are accessible to Teachers and students
- assist Teachers to make appropriate adjustments in content, methodology and assessment in line with student learning needs
- facilitate collaborative curriculum planning which caters for varying student abilities and interests

Support for Teachers

- be a positive and professional role model for Teachers
 - foster a culture of professional collaboration which draws on the expertise and research from the wider educational community to improve student outcomes
 - distribute leadership and support teachers to implement change
 - lead and encourage collaboration with teachers
 - lead professional discussions on Thrive pedagogy
 - develop a professional learning community where good practice is shared
 - encourage reflective practice, peer observation, and collaborative inquiry to build teaching capacity
 - conduct classroom observations and provide feedback to teachers as required
 - model evidence-based practices to improve student learning through in-class modelling and co-design of curriculum
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Professional Development

- provide resources, facilitate professional learning, and guidance to Teachers delivering Thrive
 - advocate for Teachers to participate in professional learning experiences aligned to Thrive curriculum
 - support a performance and development culture that encourages feedback from staff, students and families
 - actively participate in professional development to continue to develop skills relevant for leadership of the Thrive curriculum
 - participate in appraisal/feedback processes to receive constructive feedback, as required
 - maintain currency in learning technology skills required for Thrive
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General Expectations

- support the Victorian Catholic Education Authority (VCEA) 'Statement of Principles Regarding Catholic Education'
 - act as a role model for students and staff
 - Adhere to the Melbourne Archdiocese Catholic School (MACS) Code of Conduct
 - actively contribute to the achievement of the School Improvement Plan
 - stay informed by reading the Principal Memo, all College emails/direct messages and other correspondence on at least a weekly basis, responding appropriately
 - abide by all College policies and procedures
 - work collaboratively and build effective working relationships
 - ensure MacKillop Colleges' public image, professional reputation and best interest is represented through all interactions and activities
 - model a professional approach for all staff and students, including conduct, language and professional dress
 - attend all relevant school meetings, functions, events, liturgies, open days, staff faith proceedings and professional development as required by the Principal
 - observe the strictest confidentiality for all sensitive and private information
 - participate in duty supervision as rostered, and other supervision duties as required
 - actively contribute to the care of all College facilities, grounds, equipment, and resources
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Other Duties

It is not the intention of this role description to limit the scope or accountability of the position but to highlight the most important aspects. All employees are required to undertake reasonable duties commensurate with their skills and training from time to time in accordance with the needs of the College or as directed by the Principal.

Required Capabilities

Learning Area	<ul style="list-style-type: none">• proven understanding or experience in social-emotional learning, wellbeing, or student engagement• current knowledge of evidence-based research in the wellbeing area• ability to analyse learning outcomes and implement appropriate interventions• demonstrated knowledge of effective pedagogical practices
Emotional intelligence	<ul style="list-style-type: none">• a demonstrated understanding of social and emotional issues connected to student life• an ability to build positive and meaningful relationships with students• an ability to set clear behavioural expectations• an understanding of trauma informed practice (preferred)• an understanding of emotional regulation of self and others
Communication	<ul style="list-style-type: none">• excellent written and oral communication skills• develop authentic relationships with students, staff and families, promoting collegiality and open dialogue• an ability to provide clear instructions in a timely manner
Organisation	<ul style="list-style-type: none">• ability to manage tasks with minimal supervision• capacity to work to timelines• demonstrated organisational skills including strong attention to detail• proven time-management skills• exhibited self-motivation
Approachable	<ul style="list-style-type: none">• a demonstrated ability to foster a welcoming and calm learning environment that promotes positive behaviour

	<ul style="list-style-type: none"> • be a positive and enthusiastic role model for students and staff
Teamwork	<ul style="list-style-type: none"> • ability to lead and manage a medium sized team • flexible and willing to help and support others • ability to collaborate with the teachers, staff and students • ability to develop and maintain excellent working relationships with key stakeholders
Catholic Identity	<ul style="list-style-type: none"> • a demonstrated commitment to working in a Catholic Education environment • demonstrated pastoral approach towards student and staff relationships

Qualifications, Education and Experience

Essential

- a commitment to teaching in a Catholic school environment
- current Victorian Institute of Teaching (VIT) registration
- relevant postgraduate studies (or working towards such qualifications)
- experience in developing curriculum and learning resources
- demonstrated understanding of contemporary learning and teaching pedagogy required for the Learning Area within the Victorian curriculum
- Demonstrated experience in using learning technologies with the learning area

Desirable

- accreditation to teach in a Catholic school
- demonstrated experience in contemporary learning technologies

Declaration

I accept the above duties for the position at MacKillop College.

Name: _____

Signature: _____

Date: _____