



## DIRECTOR OF LEARNING & INNOVATION

<b>ROLE TENURE:</b>	2027 – 2029 (3 -Years)
<b>POSITION OF LEADERSHIP:</b>	POL Level 4
<b>TIME ALLOWANCE:</b>	18ppc (74mins)
<b>APPRAISALS:</b>	Annual Growth Review Meeting Summative Leadership Growth Review (Year 2)
<b>REPORTING RELATIONSHIPS:</b>	Reports to Assistant Principal: Learning & Teaching
<b>LEADS TEAM:</b>	Learning & Innovation Team including Learning Area Leaders and the Leader of Library & Digital Innovation

### OVERVIEW

All staff members of Marian College are expected to actively support Catholic education in the Brigidine tradition, as articulated in the College's [vision and mission statements](#). Staff are required to embody the values of Kildare Ministries in their professional conduct and in the relationships they foster within the College community. Each staff member's role is designed to contribute to the best possible educational outcomes for all students, enhance the community's strengths and ensure careful stewardship of the College's resources.

### ROLE DESCRIPTION

The Director of Learning & Innovation provides strategic leadership for teaching, learning, curriculum and assessment across the College. Guided by the College's vision and informed by contemporary educational research, the role supports excellence, innovation and continuous improvement to ensure every student is challenged and empowered to thrive.

Working collaboratively with Learning Area Leaders and staff, the Director fosters a culture of high expectations, professional growth and collective efficacy. Through leading curriculum development, strengthening assessment practices and using evidence to inform decision-making, the role drives improved student outcomes and inspires learning that prepares students for a rapidly changing world.

### CHILD SAFETY

At Marian College, safeguarding students is a collective responsibility of all staff engaged in child-related work. Our dedication is reflected in the comprehensive policies and procedures on our Child Safety webpage. All staff must adhere to our [Child Safety Code of Conduct](#). Any violations of school policies or codes of conduct will result in appropriate actions by the College.

## KEY RESPONSIBILITIES

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### Leading Strategic Direction

- ❖ Lead the strategic development and implementation of curriculum, assessment and innovation priorities, ensuring alignment with the College Strategic Plan, Annual Action Plan and future-focused learning goals.
- ❖ Align curriculum with College priorities and evidence-informed practice.
- ❖ Lead Learning Area Leaders in achieving academic goals and improvement targets.
- ❖ Drive innovation through engaging, inclusive and contemporary learning pathways.
- ❖ Translate strategic priorities into effective curriculum action.

### Leading Learning for Impact

- ❖ Drive high-impact teaching and learning practices that improve student growth and outcomes across the College
- ❖ Build shared expectations for effective teaching practice across learning areas, aligned with the College's learning and teaching framework.
- ❖ Promote a culture of academic excellence, curiosity and continuous improvement through engaging and innovative learning experiences
- ❖ Strengthen consistency in curriculum delivery, assessment and feedback practices across all learning areas

### Leading Improvement, Innovation & Change

- ❖ Lead curriculum innovation and implementation of curriculum reforms.
- ❖ Champion contemporary, research-informed curriculum design.
- ❖ Lead change initiatives through collaboration and sustainable improvement.
- ❖ Foster a culture of continuous improvement in teaching and learning.
- ❖ Evaluate the impact of innovation to inform future practice.

### Leading Data Informed Practice

- ❖ Lead evidence-informed curriculum and assessment practices.
- ❖ Analyse student achievement data to guide improvement and planning.
- ❖ Support leaders to use data to monitor progress and set priorities.
- ❖ Oversee consistent and effective assessment and reporting practices.
- ❖ Evaluate learning initiatives to drive continuous improvement.


### Leading Teams

- ❖ Lead Learning Area Leaders to drive curriculum excellence and student growth.
- ❖ Foster a culture of accountability, collaboration and innovation.
- ❖ Build leadership capability through coaching and mentoring.
- ❖ Strengthen alignment between curriculum, pedagogy, wellbeing and College priorities.

### Leading Staff Growth & Development

- ❖ Build staff capability in curriculum, assessment and evidence-informed practice.
- ❖ Support Learning Area Leaders to lead improvement and professional learning.
- ❖ Facilitate targeted professional learning aligned to College priorities.
- ❖ Foster a culture of reflection, collaboration and continuous growth.
- ❖ Collaborate with the Assistant Principal – Staff & Strategy to identify and facilitate staff Professional Learning needs

### Leading the Management of the School

- ❖ Oversee curriculum mapping, assessment practices and reporting processes across the College.
  - ❖ Monitor curriculum compliance, documentation and alignment with VCAA and College requirements.
  - ❖ Ensure curriculum processes, timelines and expectations are clearly communicated, implemented and reviewed
  - ❖ Strengthen quality assurance processes to support consistency, accuracy and sustainable practice across learning areas.
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## Other Duties

- ❖ Communicate key initiatives, achievements and priorities through College communication channels, including the Newsletter, Staff Connect and other publications.
- ❖ Develop and administer the budget in collaboration with the Principal and the Business Manager.
- ❖ Contribute to the preparation of compliance, accreditation and reporting requirements for relevant educational and government authorities.
- ❖ Commit to ongoing professional development in your area of work.
- ❖ Undertake other duties related to the role as directed by the Principal.

## WORKPLACE HEALTH & SAFETY

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- ❖ Comply with legislated occupational health and safety practices.
- ❖ Observe safe work practices in accordance with training and instruction given.
- ❖ Identify, report and address risks and hazards to promote a safe working environment.
- ❖ Implement and promote occupational health, safety and risk management practices.

## KEY SELECTION CRITERIA

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1. Demonstrated commitment to Catholic education and the Mission, Vision, Values and charism of Marian College.
2. Demonstrated capacity to provide strategic leadership that drives meaningful improvement and positive outcomes for students, staff and/or the wider College community.
3. Demonstrated ability to lead innovation and change through planning, engagement and implementation.
4. Excellent interpersonal, organisational and communication skills
5. Demonstrated ability to use data, evidence and research to inform decision-making and drive improvement.
6. Demonstrated capacity to build relationships and lead high-performing teams.
7. Commitment to professional growth, reflective practice and continuous improvement.

## QUALIFICATIONS & EXPERIENCE

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- ❖ Victorian Institute of Teaching Registration.
- ❖ Relevant post-graduate studies an advantage (or working towards such qualification).
- ❖ Accreditation to Teach and to Teach Religious Education or Lead in Catholic School (or working towards)
- ❖ Educational Leadership Experience an advantage.

*Marian College is committed to the creation and maintenance of a child safe school environment. The care, safety and welfare of students are embedded in policies and procedures which ensure a commitment to zero tolerance of child abuse.*