



DIRECTOR OF PROFESSIONAL GROWTH & PRACTICE

ROLE TENURE:	2027 – 2029 (3 -Years)
POSITION OF LEADERSHIP:	POL Level 4
TIME ALLOWANCE:	18ppc (74mins)
APPRAISALS:	Annual Growth Review Meeting Summative Leadership Growth Review (Year 2)
REPORTING RELATIONSHIPS:	Reports to Assistant Principal: Learning & Teaching
LEADS TEAM:	Pedagogy Coaching Team

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 Professional Growth & Practice leads a whole-school coaching and pedagogical development model that positions staff appraisal as an ongoing process of professional growth, reflective practice and continuous improvement. Working closely with the Assistant Principal: Learning and Teaching, the role leads the Pedagogy Coaching Team and supports Growth Coaches to strengthen teaching practice through observation, feedback, evidence, data and professional dialogue.

Drawing on the Science of Learning and the Marian Instructional Model, the Director drives the consistent implementation of high-impact pedagogical practices across the College. The role fosters a culture of professional learning, collective efficacy and instructional excellence, ensuring teacher growth is aligned with College priorities and focused on improving student engagement, achievement and wellbeing.

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

Leading Strategic Direction

- ❖ Lead the strategic development and implementation of the College's pedagogical priorities, ensuring alignment with the College Strategic Plan, Annual Action Plan, and evidence-informed teaching practices.
- ❖ Drive a shared vision for high-impact teaching and learning.
- ❖ Lead the implementation of a coaching model that reframes staff appraisal as an ongoing process of professional growth, reflection and continuous improvement.
- ❖ Align pedagogy with the Marian Instructional Model, HARTS, Science of Learning and the College Strategic Plan and AAP.
- ❖ Shape professional learning that strengthens teacher practice and student outcomes.

Leading Learning for Impact

- ❖ Lead evidence-informed teaching aligned with the Science of Learning, HARTS and the Marian Instructional model.
- ❖ Guide Pedagogy Coaches in strengthening instructional practice.
- ❖ Use observation, feedback and coaching to support teacher growth.
- ❖ Promote student voice and feedback to enhance learning.
- ❖ Embed consistent high-impact teaching practices across the College.
- ❖ Promote a culture of reflection, feedback and continuous improvement in teaching practice.

Leading Improvement, Innovation & Change

- ❖ Analyse educational research, classroom evidence and emerging trends to guide pedagogical improvement.
- ❖ Use research and evidence to guide pedagogical improvement.
- ❖ Lead evidence-informed pedagogical change aligned with College priorities.
- ❖ Drive continuous improvement through coaching and reflective practice.
- ❖ Evaluate the impact of pedagogy on teaching and student outcomes.

Leading Data Informed Practice

- ❖ Use student learning data and research to inform pedagogical decision-making and instructional priorities.
- ❖ Analyse learning data and student feedback to inform pedagogical growth and innovation.
- ❖ Monitor the impact of pedagogical initiatives through data, observation and evidence of student growth.
- ❖ Support teams to use evidence and feedback to evaluate and refine teaching practice.

Leading Teams

- ❖ Lead and develop the Pedagogical coaches to ensure coaching is consistent, evidence-informed and aligned with College priorities.
- ❖ Foster collaborative planning and professional inquiry among teaching teams.
- ❖ Lead collaborative teaching teams focused on improving instructional practice and student outcomes
- ❖ Build a culture of collective efficacy, shared responsibility and professional trust

Leading Staff Growth & Development

- ❖ Build teacher capability through coaching, professional learning and collaborative practice.
- ❖ Support the implementation of coaching as the College's growth-focused approach to staff appraisal.
- ❖ Facilitate professional dialogue, observation and feedback to strengthen teaching effectiveness.
- ❖ Support teachers to embed evidence-informed, explicit and inclusive pedagogical practices.
- ❖ Collaborate with the Assistant Principal – Staff & Strategy to identify and facilitate staff Professional Learning needs

Leading the Management of the School

- ❖ Oversee the implementation, monitoring and review of College-wide pedagogical priorities, coaching processes and professional learning initiatives.
- ❖ Ensure instructional practices and pedagogical expectations are clear, consistent and aligned with the Marian instructional model, HARTS and College strategic priorities.
- ❖ Establish sustainable systems, timelines and documentation to support coaching cycles, classroom observation, feedback and professional growth processes.

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

- ❖ 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

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

- ❖ 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.