



DIRECTOR OF STUDENT GROWTH & ENGAGEMENT

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: Wellbeing
LEADS TEAM:	<ul style="list-style-type: none">❖ WONDER: Learning & Wellbeing Care Team (7-8)❖ EXPLORE: Learning & Wellbeing Care Team (9-10)❖ ASPIRE: Learning & Wellbeing Care Team (VCE)

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 Student Growth & Engagement provides strategic leadership for student wellbeing, engagement, growth and belonging across the College. Central to this role is the implementation of the College's Whole Student Framework, ensuring that wellbeing and learning are closely connected to maximise student participation, achievement and success. Working collaboratively with leaders, teachers, support staff and families, the Director of Student Engagement fosters a safe and supportive environment where every student is known, encouraged and empowered to flourish and achieve their potential.

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 Whole Student Framework, ensuring alignment with the College Strategic Plan and Annual Action Plan to strengthen student wellbeing, engagement and learning.
- ❖ Promote a culture where every student is known, supported and challenged to achieve their potential.
- ❖ Lead programs and initiatives that support the academic, social, emotional and spiritual development of students.
- ❖ Maintain a visible leadership presence that promotes student wellbeing, engagement and positive behaviour.

Leading Wellbeing for Learning

- ❖ Lead best practice in teaching, learning and pastoral care in collaboration with the other Directors and senior leaders.
- ❖ Lead and support teaching staff, ensuring they are highly professional, motivated, collaborative and effective.
- ❖ Advocate for a culture of learning and empower staff to expect excellence in our classrooms and beyond.
- ❖ Coordinate responses to complex student learning and wellbeing matters, ensuring appropriate support, compliance and risk management processes are followed.

Leading Improvement, Innovation & Change

- ❖ Lead initiatives that strengthen student attendance, engagement and belonging.
- ❖ Review and enhance wellbeing programs to ensure alignment with College priorities and student needs.
- ❖ Drive innovation and continuous improvement in student wellbeing and engagement practices.
- ❖ Facilitate effective consultation and communication to support change and improvement initiatives.

Leading Data-Informed Practice

- ❖ Analyse student wellbeing, engagement and growth data to inform planning and intervention.
- ❖ Oversee systems that monitor student wellbeing and engagement to support improvement and strategic decision-making.

Leading Teams

- ❖ Lead the Wellbeing & Learning Care Teams (Wonder, Explore and Aspire) to ensure a coordinated approach to student wellbeing, engagement and learning growth across the College.
- ❖ Build the capability of Year Level Leaders, Associates and Student Growth Leaders to deliver effective pastoral care, student support and wellbeing-for-learning practices.
- ❖ Collaborate with the Assistant Principal – Wellbeing on student wellbeing and child safety matters.
- ❖ Coordinate case management processes with families and external support agencies.

Leading Staff Growth & Development

- ❖ Build staff capability through coaching, mentoring and professional learning.
- ❖ Foster collaboration and professional dialogue to strengthen collective efficacy.
- ❖ Support staff to create safe, inclusive and engaging learning environments.
- ❖ Collaborate with the Assistant Principal – Staff & Strategy to identify and facilitate staff Professional Learning needs

Leading the Management of the School

- ❖ Manage student suspension, re-entry, risk assessment and support processes in accordance with College and legislative requirements.
- ❖ Monitor attendance concerns and implement appropriate follow-up and support
- ❖ Work with the Assistant Principal – Wellbeing and College Nurse to coordinate specific health-related concerns.
- ❖ Ensure accurate student wellbeing documentation, record keeping and compliance requirements are maintained.

Leading Student Leadership

- ❖ Lead the Years 7–12 Student Leadership Program to strengthen student voice, agency and service.
- ❖ Develop student leaders through meaningful leadership, service and formation opportunities.
- ❖ Coordinate the selection, induction and ongoing development of CAPtains of Change Leadership Program for College leaders.
- ❖ Support students to lead events, assemblies, campaigns and community initiatives.
- ❖ Evaluate and enhance student leadership programs to maximise impact and participation.
- ❖ Celebrate and promote student leadership contributions across the College community.

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.
- ❖ Mental Health First Aid certification (or willingness to obtain).

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.