

**DEPARTMENT OF EDUCATION WESTERN AUSTRALIA  
JOB DESCRIPTION FORM**

<b>School Education Act 1999</b>	<b>Salaries/Agreement/Award</b> Teachers (Public Sector and Secondary Education) Award 1993, School Education Act Employees (Teachers & Administrators) General Agreement 2014 or as replaced	
<b>Group:</b>	<b>Schools</b>	<b>Effective Date of Document</b> 4 September 2017
<b>Region:</b>	<b>Education Regions</b>	
<b>School:</b>	<b>Schools</b>	

**THIS POSITION**

**Title:** Deputy Principal – Primary (District High) School

**Classification:** Level 4

**Position No:** Generic

**REPORTING RELATIONSHIPS**

**For Non-Independent Public Schools (IPS)**

**TITLE:** Regional Executive Director  
**LEVEL:** Various  
**POSITION NUMBER:** Various

**TITLE:** Principal  
**LEVEL:** Various  
**POSITION NUMBER:** Various

**For IPS**

**TITLE:** Director General  
**LEVEL:** Special Division Band 1  
**POSITION NUMBER:** 00011814

**TITLE:** Principal  
**LEVEL:** Various  
**POSITION NUMBER:** Various

TITLE	CLASSIFICATION	POSITION NO	EFFECTIVE DATE
Deputy Principal – Primary (District High)	Level 4	Generic	4 September 2017

## CONTEXT

The Department of Education is Western Australia’s largest public sector employer with approximately 45,000 staff or one third of the Government workforce in around 800 worksites.

We provide a system of public schools in which our aim is to ensure that every school is a good school, every teacher is effective and every student is successful.

The Department's other key responsibilities include:

- regulation of non-government schools in accordance with Part 4 of the School Education Act 1999
- administration of state funding to non-government schools
- higher education policy and planning
- legislative reviews
- providing Secretariat services to the Teacher Registration Board of Western Australia, the Training Accreditation Council and the School Curriculum and Standards Authority.

The principles underpinning the Department’s operations in Western Australia are:

- working collaboratively to achieve outcomes
- accepting responsibility and accountability for the achievement of outcomes
- enabling flexible, innovative and diverse work practices
- promoting confidence in the professional judgement of the Department’s staff.

All Department actions are guided by four core values: Learning, Excellence, Equity and Care.

For further information, please visit: <https://www.education.wa.edu.au/web/our-organisation/home>

Further context about the particular school or college in which the vacancy is being advertised is available on the Department’s website. Please visit <http://www.det.wa.edu.au/schoolsonline/home.do> and enter the school or college name in the *Find a School* field.

TITLE	CLASSIFICATION	POSITION NO	EFFECTIVE DATE
Deputy Principal – Primary (District High)	Level 4	Generic	4 September 2017

## ROLE

The Deputy Principal's role varies considerably between schools and is influenced by factors such as the teaching experience of staff, geographical location, the type of community served, curriculum structures within the school and local needs. Specific responsibilities associated with the role are negotiated within the administration team. The Deputy Principal is at times expected to take on the Principal's role.

### **Leadership**

In collaboration with the Principal and other members of the administrative team, the Deputy Principal Primary (District High):

- provides educational leadership in the school and community by helping to develop and promote school values, ethos and priorities; and encouraging school staff, volunteers from the community and others to share ownership of the school's vision and goals
- builds partnerships and develops a climate of trust within the school community.
- uses effective change management strategies to assist the school community to accept and develop opportunities for improved services
- assists the Principal to facilitate workforce effectiveness in leading and motivating school staff in planning directed at improving outcomes for students and the level of service delivered by the school
- contributes to the development of the School Plan through participative decision-making, including assisting in developing policy, and establishing and maintaining systems
- promotes teaching and learning within the school community, fostering the development of responsive and inclusive school-based curriculum
- provides strategic direction for staff, and models and promotes a culture of improvement of professional performance, including coaching and mentoring where appropriate
- establishes and manages administrative and operational systems in the relevant area of responsibility in order to ensure the effective operation of the school, within school, legislation and industrial policy and guidelines

### **Management**

The Deputy Principal is accountable to the Principal for the effective operations of the relevant area of responsibility through:

- assisting the Principal to deliver compliance with relevant legislation, Departmental policies and procedures in the management of financial, physical and human resources
- providing timely and appropriate feedback to staff about their performance and facilitating opportunities for professional learning and support in accordance with the Public Sector Performance Management Standard and Departmental policy
- assisting the Principal to put in place information systems to report on compliance and ensure proper accounting procedures
- utilising information systems to provide accurate and timely reporting on school performance to inform planning and decision-making, and ensure accountability for the school's performance

TITLE Deputy Principal – Primary (District High)	CLASSIFICATION Level 4	POSITION NO Generic	EFFECTIVE DATE 4 September 2017
---	---------------------------	------------------------	------------------------------------

- playing a significant role in the daily management of staff and student wellbeing which may include management, or shared management, of the school timetable
- monitors and manages staff leave entitlements to ensure accrued leave is cleared within a reasonable timeframe and in accordance with relevant awards, agreements and Departmental policy.

## OUTCOMES

The overall purpose of the following outcomes is to support student learning.

1. Effective leadership in the context of the Departmental educational policies and programs is provided to staff and students and the school's vision is promoted in the school and community.
2. The School Plan and associated policies and learning programs are developed, implemented, monitored and reviewed in collaboration with staff, students and the community.
3. Accountability for student learning outcomes and learning programs is demonstrated through appropriate monitoring and reporting of outcomes.
4. Administrative and operational systems and resources, including financial and physical resources, are effectively and equitably managed.
5. Human resource management complies with the Public Sector Standards and staff access appropriate professional learning and performance management.
6. Change is effectively managed.
7. Accrued leave of staff is managed effectively.

## SELECTION CRITERIA

The following selection criteria are identified as being required to achieve the outcomes in the context of this position. Applicants will need to provide evidence of their capacity to transfer their knowledge and skills to achieving the outcomes of this position.

1. Demonstrated capacity to provide effective leadership in a diverse range of educational settings.
2. High level of interpersonal and public relations skills that demonstrate the ability to establish and maintain effective working relationships to achieve planned outcomes.
3. Demonstrated professional knowledge and the ability to apply this knowledge to ensure a high level of educational outcomes for all students (for example, Aboriginal students, students from diverse ethnic backgrounds and students with special needs).
4. Demonstrated capacity to manage staff, physical and financial resources.

<b>TITLE</b> Deputy Principal – Primary (District High)	<b>CLASSIFICATION</b> Level 4	<b>POSITION NO</b> Generic	<b>EFFECTIVE DATE</b> 4 September 2017
--	----------------------------------	-------------------------------	---

**ELIGIBILITY**

Employees will be required to:

- hold a recognised teaching qualification and be currently registered or eligible for registration to teach in Western Australia;
- obtain a current Department of Education Criminal Record Clearance prior to commencement of employment; and
- obtain or hold a current Working with Children Check.

**TRAINING**

Employees will be required to:

- complete the Department’s induction program within three months of commencement;
- complete any training specific to this role required by Departmental policy; and
- complete the Department’s training in Accountable and Ethical Decision-Making within six months of appointment.

**CERTIFICATION**

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

**ENDORSED**

**DATE 4 September 2017**  
**TRIM REF # D17/0364801**