



## Head of Department / Head of Learning Area

### Secondary Schools, District High Schools and Post-School Pathways

<b>Position number</b>	00038874
<b>Agreement</b>	<a href="#">School Education Act Employees' (Teachers and Administrators) General Agreement 2021</a> or as replaced
<b>Classification</b>	School Administrator Level 3
<b>Reports to</b>	Service Director, Secondary Schools, District High Schools and Post-School Pathways
<b>Direct reports</b>	Nil

#### Context

The Department of Education's strategic directions outline the commitment for every child, from Kindergarten to Year 12 to have access to high quality education underpinned by excellence in teaching and quality leadership. This is an education that meets the needs of the learner, preparing them for future success.

Statewide Services provides the services and supports required by schools to enable student achievement, with a focus on those students and schools that need it most. It encompasses both school and system-facing service delivery. While it primarily exists to support schools, it also has an important system-facing role supporting strategy and policy development.

Service Delivery is the key interface with schools. Its purpose is to plan, coordinate and deliver targeted services that support schools and regions to improve student achievement.

This Secondary Schools, District High Schools and Post-School Pathways Directorate provides coordinated expertise to regions and secondary schools identified as requiring support. It provides responsive support for Vocational Education and Training (VET), workplace learning and career development. It also provides strategic advice and subject matter expertise to schools, regions and the system in relation to secondary and district high school VET provision with a focus on providing meaningful post school pathways for students.

For further information about the Department of Education please visit [education.wa.edu.au](http://education.wa.edu.au)

## Key responsibilities

- Accountable for the effective daily management Regional Learning Specialists (RLS) Team.
- In collaboration with the Manager, Secondary, District High School and Post School Pathways Directorate, Principal and members of the administrative team, provide educational leadership in Directorate by developing and promoting the RLS vision and encouraging the RLS Team and others to share ownership of the Directorate's vision and goals in respect of the relevant area of responsibility.
- As a curriculum leader, provide professional leadership to specialist subject teachers or others in the Directorate who teach within the area of responsibility and provides up-to-date information on relevant specialist curriculum issues.
- Facilitate teaching and learning outcomes through effective performance management, and modelling and promoting a culture of improvement.
- Using effective change management strategies, lead the RLS Team to accept and develop opportunities for improved service in the relevant area.
- Contribute to the development of the Directorate's plan through participative decision-making, including assisting in developing Directorate policy and establishing and maintaining systems.
- Establish and manage administrative and operational systems for the RLS to ensure the effective operation of the department in accordance with legislative and industrial policy and guidelines.
- Liaise with students, teachers and curriculum leaders at the School of Isolated and Distance Education in the area of responsibility.
- Liaise with the Principal and Deputy Principals of schools, other Heads of Department and relevant specialist staff.
- Monitor and manage staff leave entitlements to ensure accrued leave is cleared within a reasonable timeframe and in accordance with relevant awards, agreements and Departmental policy.
- Manage staff performance in accordance with the Public Sector Performance Management Standard and Departmental policy.

## Selection criteria

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 regional ATAR students in the nominated learning areas.
4. Demonstrated capacity to manage staff, physical and financial resources.

## Eligibility and training requirements

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
- obtain or hold a current Working with Children Check
- complete the Department's induction program within 3 months of commencement
- complete any training specific to this role required by Departmental policy

- complete the Department's training in Accountable and Ethical Decision-Making within 6 months of appointment
- complete the Department's Aboriginal and Torres Strait Islander cultural awareness online course within 3 months of commencement.

### **Certification**

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

### **ENDORSED**

Date            1 September 2023  
Reference    D23/1439912