

Rockingham Senior High School

Head of Learning Area (HoLA)

Vision: The school community is fully engaged with the key values of, **Respect** for each other, **Engagement** in learning, **Achieving** our best, and **Learning** for life (REAL).

As a collaborative member of the Senior Leadership team, the Head of Learning Area provides strong instructional leadership to drive whole school priorities. HoLA's cultivate a culture of high expectations within a supportive environment, prioritising quality teaching practices, data-driven decision-making, and continuous improvement to enhance student outcomes.

Role Purpose:

HoLA's directly influence the quality of learning and teaching across the school. HoLA's are responsible for leading and supporting staff, fostering a collaborative and professional environment that promotes continuous development and high standards of teaching. This role demands leadership in curriculum initiatives, the learning and teaching process, and the coordination of resources and overseeing the curriculum for Years 7-12. HoLA's facilitate student learning within their specific areas, ensuring that all students are empowered to achieve their fullest potential.

Whole School Priority Responsibilities:

1. Academic Achievement

To improve literacy, numeracy and curriculum outcomes to enable all students to access success post-school destinations.

- Embed consistent strategies and techniques into classroom practice focussing on literacy and numeracy.
- Develop appropriate curriculum pathways for ACE, General and Enrichment students through to senior school.
- Develop a strategic plan for the expansion of quality curriculum provision to drive improvement across the school in standards, achievement and attainment – inclusive of NAPLAN, OLNA and WACE results.
- Implement rigorous and ongoing data analysis and moderation practices.

2. Quality Teaching & Leadership

To develop and consolidate high quality leadership, classroom pedagogy and practice.

- Implement consistent pedagogical practices within Learning Areas.
- Ensure appropriate Guaranteed and Viable Curriculums align with SCSA Teaching & Assessment Principles and support the consistent HITS Pedagogical practice.
- Lead teaching and support staff including assisting with recruitment, managing performance development and meeting agreed targets.
- Promote and build capacity to plan for authentic STEAM Education programs.

3. Positive Culture

To develop a sense of belonging and foster positive relationships, communications and behaviours for all members of the school community.

- Foster a collaborative and supportive team environment within the Learning Areas.
- Support the implementation of strategic initiatives to improve cultural responsiveness.
- Work collaboratively at both strategic and operational levels with all members of the school community.

Professional Duties and Accountability:

- Leading and managing the Curriculum Area including, modelling best practice in quality teaching and implementation of curriculum (Years 7-12).
- Monitoring achievement of students and effectiveness of teachers, dealing with all operational, budgeting and record keeping requirements and ensuring fair and effective assessment procedures.
- Model best practice and ensure compliance of staff around school requirements and deadlines: curriculum delivery, reporting to parents, duty of care, attendance and behaviour protocols, and all key policies and protocols.
- Ensure that administrative and operational systems in the Learning Area are maintained and effectively managed.
- Facilitate Learning Area meetings that drive whole school priorities. (Agendas & minutes of the meetings are recorded).
- Lead Operational planning, data analysis and reviews with staff.
- Ensure a strong Performance and Development and professional learning culture is modelled and promoted with staff.
- Active participation and contribution to Senior Leadership meetings.
- Promote a positive and collaborative high-performance culture within the school and in community.
- Overseeing all out of hours and off-campus related learning such as excursions, camps etc
- Other duties as required by the Principal.

Performance Management:

The annual Leadership Performance and Development process will be completed with a member of the Executive Team in correlation with the Whole School Priorities, the AITSL Principal Standards and Hamilton's Leadership Attributes.

Other Duties:

The HoLA role encompasses a 0.6FTE teaching and a 0.1FTE Behaviour Support.