

St Mark's Anglican Community School



APPOINTMENT OF PRINCIPAL

A School of The Anglican Schools Commission (Inc.)

ANGLICAN SCHOOLS COMMISSION

St Mark's is the foundation school of The Anglican Schools Commission (Inc.) Established in 1985, the Anglican Schools Commission's mission is to found and support low-fee systemic schools that provide a comprehensive, inclusive, caring and supportive Christian education in the Anglican tradition.

Anglican Schools Commission schools are co-educational communities of excellence and educational centres of caring, offering a comprehensive Kindergarten to Year 12 education. They deliver excellence in education, stressing high achievement in traditional academic subjects, balanced by comprehensive co-curricular and vocational programs.

These programs are underpinned by core Christian values and teaching in the Anglican tradition. Pastoral care and social justice are central to each school's outworking of the Christian faith within its community. There are 14 Anglican Schools Commission schools in Australia: 11 are situated in Western Australia; two in Victoria, and one in New South Wales.

The Anglican Schools Commission provides policy direction and support in finance and budgeting, industrial relations and capital development. It also provides the curriculum framework and professional development for Religious Studies, assisting teachers to develop meaningful and engaging programs for students.

For further information on the Anglican Schools Commission, visit www.asc.wa.edu.au



APPOINTMENT OF PRINCIPAL

The Principal of the School, Cameron Herbert, will step down at the end of Term 1 after leading the School with distinction for five years. Cameron leaves St Mark's to assume the Principalship of an Independent School in Victoria.

School Council is seeking to appoint an outstanding educator to lead the School. The Principal is responsible to the School Council for the leadership, conduct, management, success and reputation of the School.

Applications are sought from suitably qualified and experienced people.

The position will commence at the start of **Term 3, 2018**. An earlier or later commencement date may be negotiated.

Applications close at **4pm (WST) on Friday, 9 March 2018**.

Further information about St Mark's is available from the School's website: www.stmarks.wa.edu.au

School Motto: *Seek Truth and Wisdom*



ST MARK'S ANGLICAN COMMUNITY SCHOOL

St Mark's was established in 1986 in the thriving northern beachside suburb of Hillarys, 20km from the CBD and 1km from the beach. The School's demographic is drawn mainly from northern coastal suburbs, well supported by public transport systems. The School is the educational home of just over 1,700 students from Kindergarten to Year 12 across four sub-schools: Early Learning (Kindergarten to Year 1); Junior School (Year 2 to Year 5); Middle School (Year 6 to Year 8); and Senior School (Year 9 to Year 12).

Key entry points are Kindergarten, Year 2, Year 4 and Year 6.

Life at St Mark's is a wonderful mix of enthusiasm, learning, cultural, music and outdoor pursuits and sporting activity. The School's well-respected reputation for academic achievement is matched by its reputation as a highly caring community.

St Mark's was the first Anglican Community School to be established in Western Australia and its success provided the impetus for the establishment of further schools within the Anglican Schools Commission system, providing affordable co-educational Christian education in the Anglican tradition.

The School's Christian ethos and values promote a positive work environment and a culture which attracts and retains high-quality staff by fostering professionalism, commitment, loyalty and strong pastoral care.

The most recent development is the \$15m Alan Cadby Senior Academic Centre, new precincts in the Middle School to cater for the first intake of Year 6, and stunning landscaping of the central quadrangle.



GOVERNANCE

The Anglican Schools Commission (Inc.) is the incorporated body that owns the School. The School Council has delegated authority for the School's governance, with operational management delegated to the Principal. The Principal and Business Manager are ex-officio members of School Council and attend all Council meetings and its sub-committees.

St Mark's Anglican Community School Council 2018

Simon Green, Chair/Treasurer
Robert Chapman, Vice Chair
Dennis Coetzer
Bryson Derbyshire
Sonia Langridge
Jane Mahon

Deborah Mills
Yung Nguyen
Kathryn Roach
Franzl Shannon
Revd Des Smit

LEADERSHIP AND MANAGEMENT

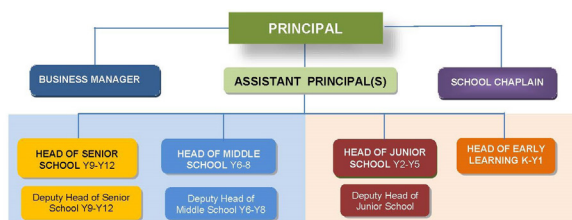
The Principal is responsible for implementing the Strategic Plan and governing policies of School Council, and for the day-to-day leadership and management of the School.

The Principal is assisted by an Executive Team that currently includes the Assistant Principals and the Heads of the four sub-schools (Early Learning, Junior School, Middle School and Senior School), along with the Senior Chaplain and the Business Manager.

The School employs over 200 full and part-time teachers, Education Assistants, Music Tutors, Administration, Facilities, Cafeteria and Uniform Shop staff.

Each of the Anglican Schools Commission schools within Western Australia operates under the Anglican Schools Commission Enterprise Agreement.

The School is a member of the Association of Independent Schools of Western Australia (AISWA), and Anglican Schools Australia (ASA). The current Principal is a Member of the Association of Heads of Independent Schools of Australia (AHISA).



CHRISTIAN PURPOSE

St Mark's is a Christian school grounded in the Anglican tradition. The Principal is required to demonstrate spiritual leadership to the community and to take a leading role in the nurturing, modelling and development of a faith-based school community.

Christian values and the teachings of Jesus Christ are at the centre of the School's Christian ethos. They permeate every aspect of School life and relationships between members of the School community, through a dynamic Chaplaincy and Christian Education program.

The School has a strong relationship with the Whitford Anglican Parish which shares the Chapel of St Mark and St Luke situated on the School grounds. There is a genuine partnership between the local worshipping community and the School community, with the parish priest also being a member of School Council.

St Mark's aims to foster growth in character and to develop a set of values and skills, by teaching and example in a Christian setting, through all aspects of School life.



PURPOSE AND VALUES

St Mark's values the unique qualities that each individual brings to our Learning Community, but understands that our success is largely dependent on how we work together as a team. Each individual works as part of a team to enable all staff and students to flourish.

The School aims to develop the 'whole person' through a diverse and enriching set of learning experiences, together with distinctive programs in the arts, sport, outdoor education and service to the community.

The School supports a vibrant co-curricular program across the school and the academic program offers a wide variety of courses in Senior School which lead to the Western Australian Certificate of Education (WACE). Last year 98% of Year 12 students were offered university places.

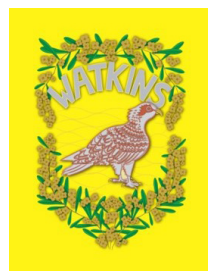
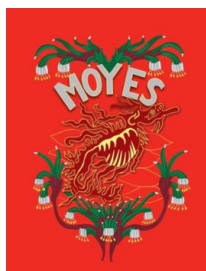
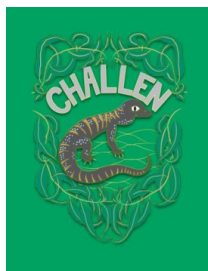
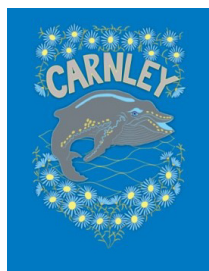
St Mark's aims to develop students who will be typified by their compassion, their resilience, their pursuit of excellence, and their sense of community and global responsibility. The School endeavours to provide a rich learning environment that builds on the foundational literacy and numeracy skills needed to thrive in our society.

Educational Focus

Early Learning K-Y1:	Discover and Inquire
Junior School Y2-Y5:	Consolidate and Grow
Middle School Y6-Y8:	Explore and Flourish
Senior School Y9-Y10:	Challenge and Enrich
Senior School Y11-Y12:	Succeed and Fulfil

St Mark's is educating students for the future to be:

- Resilient - possessing a growth mindset
- Confident and creative
- Skilled in learning and in demonstrating their learning
- Principled and purposeful
- Lifelong, independent, autonomous learners



STRATEGIC PLAN

The School's Strategic Plan 2015-2019 focuses on three strategic priorities:

1. **Academics:**

Raising the academic ethos and profile of the School;

2. **The Arts and Creativity:**

Increasing our focus on the Arts, Creativity and Innovation; and

3. **Global Citizenship:** Connecting meaningfully with the Indian

Ocean Rim and becoming more international in our perspective.

The change in 2018 to a sub-school structure for Early Learning, Junior School, Middle School and Senior Schools is intended to provide academic advantage, with a key focus of enhancing the quality of teaching and learning.

The recent construction of the Alan Cadby Senior Academic Centre has provided an outstanding environment for excellent, modern teaching and learning.

The environment and culture for the Arts as a priority in education, and a signature strength of the School, is being developed, and staff continue to promote creativity and innovation by students.

The School has developed excellent relationships with a number of partner schools in the Indian Ocean Rim and engagement with these schools is ongoing, providing staff and students the opportunity of inter-cultural experiences through reciprocal visits.

PARENT PARTICIPATION

St Mark's is known for its strong sense of community and high level of parent engagement, maintained by strong and effective links between the School and parents through the Parents and Friends' Association.

The Parents and Friends' Association is well established, supporting the School through involvement in curricular and co-curricular activities. Active support is both a precondition and a continuing condition of enrolment. This fulfils a foundational ethos that parents share responsibility to assist the School in achieving its spiritual and educational goals.

TEACHING AND LEARNING

The School educates students to become active and contributing members of our community. They are nurtured to accept responsibility, demonstrate commitment and initiative, be self-disciplined and show sensitivity to the needs of others. All students are expected to be fully involved in their schoolwork and in the life of the School.

The School is non-selective, caters for a wide range of abilities, and is structured around four developmentally appropriate phases of learning: Early Learning (Kindergarten-Year 1); Junior School (Year 2-Year 5); Middle School (Year 6-Year 8); and Senior School (Year 9-Year 12). Students requiring individualised learning are supported through the Learning Enrichment program.

St Mark's, as a Christian School in the Anglican tradition, seeks to help students explore the Christian faith at their own pace, asking their own questions from a position of knowing rather than ignorance. As such, all students attend Chapel once a week and attend Christian Education classes once a week. There are opportunities for students to engage with voluntary Christian groups that meet together one lunchtime a week to nurture and explore their faith.

Early Learning

An inquiry, play-based program in Early Childhood provides for the different learning styles of the children. Rich in literacy and numeracy, the diverse program provides many opportunities for the children to develop their creative talents. Stimulating indoor and outdoor environments encourage the children to observe, perceive, explore, imagine, make choices and problem solve.

Junior School

The Junior School at St Mark's aspires to develop the whole-child in a supportive and nurturing environment that honours core skills, social emotional resilience and the growth of an individual's approach to learning, transitioning them from a model of guided apprenticeship to independent practice; helping all students consolidate and grow.

The Junior School community houses students in years 2 through 5 in a collaborative, inquiry based environment that aims to establish exceptional foundation skills in literacy and numeracy and a broad base of developing skills in a wide array of additional curricula areas, ensuring students are best placed for success in Middle School.

Middle School

The Middle School provides children with a smooth transition from Junior school, immersing students in a developmentally appropriate teaching and learning environment. The Middle School Precinct is student focussed and is a great place for students to explore and flourish.

Whilst a focus for learning is on literacy and numeracy in Year 6, all Middle School students are exposed to specialist teachers, and subjects are developed around the Australian Curriculum. They are designed to be engaging, accessible and engage the curious minds of our students. We always try to utilise our local context to give meaning to learning.

All Middle School students are encouraged to find their niche by becoming involved in the various sporting, academic and arts pursuits available to them all year round.

Senior School

The aim of all academic programs in the first two years of the Senior School is to challenge and enrich our students. Students compulsorily follow the West Australian Curriculum in all core areas, as well as undertaking Christian Education. Subject choice is introduced in Year 9, enabling students to select from a broad range of subjects, encompassing many Arts and Technologies, but also extending on their core interest through, for example, French, Business, Ancient History and Science Enrichment. These choices help students to determine their interests and strengths before selecting more specialised courses in Years 11 and 12.

The Senior School provides an extensive range of courses for students wishing to progress to university and Technical & Further Education (TAFE) or enter the workplace. This includes the provision of Workplace Learning and School-based Apprenticeships for those seeking to gain Year 12 Graduation. In addition, Senior School students are encouraged to participate in sport, cultural activities, service learning and social activities.

Detailed descriptions of the sub-schools' teaching and learning and co-curricular programs are available from the School website.



PASTORAL CARE

The quality of Pastoral Care influences the ethos and tone of the whole school. It creates an atmosphere in which children feel secure, know that they are valued and are encouraged in their learning, growth and social development within a healthy and safe environment. It will inform and reassure parents that their children are being educated in a safe and caring atmosphere.

Pastoral care in this school is based on the principles of good relationships and mutual respect. The health and welfare of students is increasingly being attributed to school conditions, school relationships, and means of fulfilment for mental, emotional and social status.

The Principal and all Staff: Teaching, Education Support and Administration have a responsibility for pastoral care.

At St Mark's pastoral care is a set of systems, procedures and programmes which attempt to meet the totality of needs of students so that each child has the opportunity to reach his/her potential, and are equipped with the skills to cope with life.

Pastoral Care addresses social, spiritual, mental, emotional and physical needs. The Pastoral Care team, led by the Assistant Principal and Deputy Heads of School, share a belief in the value of each individual student and are committed to working with students to produce a love of learning, self-respect and a real sense of community.



FACILITIES

Early Learning

The Early Learning Centre is a self-contained facility with its own classrooms, play spaces and amenities. The play areas include sand and water play, a sensory garden, grassed open space, climbing frames, nature play areas and imaginative play spaces, as well as their own edible garden.

Junior School

The Junior School encompasses students from Year 2 to Year 5. The Junior School Precinct was rebuilt in 2011, and additional facilities opened in 2017 to cater for increased enrolments. The two larger buildings have six classrooms in each, all connecting to a generous open space. The open space is very flexible, and is used in a variety of ways, from working in small groups, to gathering all Junior School students together for meetings and activities.

The Junior School precinct has specialist facilities for Art and Physical Education, including a sports oval. Students also make use of the School's shared amenities, such as the Barbara Godwin Performing Arts Complex, the Ken Fairfield Hall and the Len King Sports Pavilion.

Middle School

Newly installed outdoor play equipment caters for the physical needs of Year 6s. It is designed to encourage upper body strength, while 'nests' in the structure provide place for social interaction.

The Year 7 and 8 zones incorporate a number of large-scale games, such as outdoor Connect Four. New seating and shaded areas provide plenty of opportunity for social interaction, while also providing place to play.

The ever popular outdoor chess and ping pong tables add another social element to Year 6, 7 and 8 zones.

The Middle School precinct is the ideal place for our young adolescents and provides distinct areas designed to cater for the social and physical needs of students.

Senior School

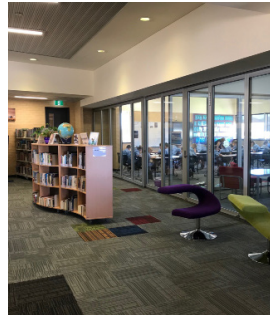
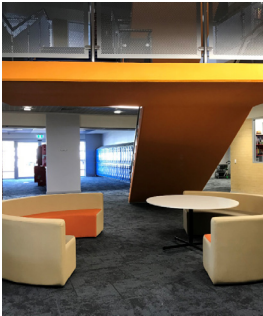
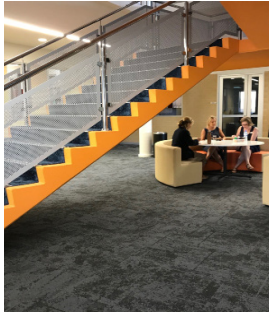
A new purpose-built facility is the focus of Senior School life. The Alan Cadby Senior Academic Centre, which opened in 2018, is the most significant capital project in St Mark's 30 year history. It has quickly become a hub for creativity and academic development for Senior School students.

As a three storey structure, which replaced some of St Mark's oldest facilities, the modern, spacious design allows for flexible, glass enclosed learning areas, which gives teaching staff the ability to easily adapt the space to suit a variety of learning styles.

In addition to the 22 general learning spaces, the building features two new Home Economics facilities, a staff room, a new Cafeteria, a presentation space with flexible seating for up to 200, prep rooms and offices.

A bridge connects the Senior Academic Centre with the upper floor of the Library, providing a direct link to the Secondary School Library resources.





RESPONSIBILITIES

The Principal will be responsible for:

- Exhibiting Christian and educational leadership of the School.
- Developing the School in accordance with the School's Strategic Plan, ethos and culture.
- Open and regular communication between the School, families, Old Scholars, Church and the broader community and other key stakeholders.
- Fostering partnerships with the local education bodies, businesses and corporations.
- Giving leadership to the ongoing development and delivery of a comprehensive K-12 curriculum.
- The enrolment, pastoral care, academic progress, conduct, leadership, opportunities and where necessary termination of enrolment of students.
- The selection, appointment of staff, their allocation of duties, appraisal and professional development, and employment issues including termination within policy and legal frameworks.
- Arrangement and direction of the educational program including the curricular, co-curricular and pastoral care programs of students and staff.
- Maintaining a safe and secure working environment for all staff, students and visitors to the School, protecting all physical assets.
- Protecting and developing the School's reputation.
- Promoting positive, meaningful and supportive relationships between members of the School community.
- Developing and implementing an effective leadership program with all senior leaders, embedding a culture of academic and educational excellence.
- Ensuring the sound financial management of the School during the transition to new government funding levels and how it will shape the School.
- Establishing and maintaining effective relationships with the Chair and members of the School Council and with senior staff of the Anglican Schools Commission.
- Accountability of the School to the Anglican Schools Commission and relevant Federal and State Authorities.
- Promoting public awareness of St Mark's Anglican Community School through strategic marketing.
- Active involvement in relevant professional bodies that promote the interest of the School.
- Growing enrolments through effective marketing and other measures as appropriate and in consultation with the School Council.

PERSONAL ATTRIBUTES

The Principal will be:

- A practising Christian and communicant member of the Anglican Church of Australia.
- A person whose educational and personal philosophy align with the mission and values of St Mark's Anglican Community School and the Anglican Schools Commission.
- A graduate of a recognised University, preferably with postgraduate qualifications, memberships of professional bodies and experience in senior educational leadership positions.
- An administrator and champion of the School who can make a contribution to, as well as support the leadership team of the Anglican Schools Commission.
- An exemplar in their field with demonstrated knowledge of contemporary educational innovation, theory and practice.
- Able to demonstrate good knowledge and understanding of the financial management of a large independent school.
- Able to demonstrate the delivery of a strong alignment between the strategic direction of the School and the innovative use of technology and/or approaches to education.
- A person with a good working knowledge of Federal and State funding arrangements, as well as oversight of budgets.
- A visionary leader who is active in their own community, a valuable team member and who can build strong school communities.
- A person who has broad teaching experiences with strong verbal and written communication skills.
- A leader who is passionate, who understands and supports a focus on student learning at the class and school level, using appropriate teaching and learning strategies and technologies.
- A leader who is collaborative, setting high standards in the areas of educational achievement, personal and professional development.
- A leader who is approachable; a good listener and an effective communicator with staff, students, parents and the wider community.
- A leader of initiative, integrity and vision who can attract, retain and develop high quality staff.
- A leader of sound judgement who can think strategically and make wise decisions.
- A leader who is able to balance personal and professional life in a demanding position.

TERMS AND CONDITIONS OF APPOINTMENT

- The position will commence at the start of **Term 3 2018**. An earlier or later commencement date may be negotiated.
- The Principal will be employed under the Principal Employment Agreement of the Anglican Schools Commission.
- The initial term of appointment will be five years. Further terms may be offered, subject to performance appraisal, in accordance with the Anglican Schools Commission Guidelines for Principals' Approval.
- The remuneration package will be commensurate with comparable schools and include provision for salary packaging.



APPLICATIONS

Applicants for the position of Principal should include the following information in their applications:

- Full Name
- Address, contact telephone number(s) and email address
- Relevant biographical information (at the applicant's discretion)
- Academic and professional qualifications and publications
- Current position and areas of responsibility
- Prior teaching and administrative experience
- Church membership and activities
- Cultural and recreational interests
- A brief statement on the applicant's educational philosophy
- Professional memberships
- The names and contact details of four referees (including current employer) who may be approached in confidence about the applicant

Referees will not be contacted in advance or without prior notice to the applicant. The successful applicant must be registered with the Teacher Registration Board of WA (TRBWA) or eligible for TRBWA registration and provide a Working with Children Clearance and National Police Clearance.

Applications close at **4pm (WST) on Friday 9 March, 2018**. Applications should be emailed to the Chair of School Council:
chair@stmarks.wa.edu.au

All applications will be treated in the strictest confidence.

School Council reserves the right to fill the position by invitation or to re-advertise the position, or to review and alter the terms and conditions set out in this and any associated documents at any time prior to an appointment.

Privacy Statement

In applying for this position, you will be providing the School with personal information. The School is committed to ensuring that the privacy of the applicants is respected. The School will retain all written information gained from interviews and referees and resulting from any other enquiries. This information will be kept temporarily and will only be used for the selection process.





PO Box 231, Hillarys, 6923, Western Australia
St Marks Drive