

Appointment of the Principal
Information for Candidates.



PEDARE

An R-12 Anglican and Uniting Church School



The Board is seeking an exceptional educator with the vision, drive and commitment to lead Pedare Christian College into the future.

The position will become available in January 2020 following Mr Mike Millard's retirement after 42 years of teaching and 10 years of exemplary service to the College.

Pedare

Pedare is a co-educational R-12 Anglican and Uniting Church school that was founded in 1986 and is based in Golden Grove, South Australia. We are a progressive school that places importance on modern world developments, while still remaining true to our core Christian values.

Pedare is an inclusive community that is open to all young people irrespective of faith and background and we are committed to fostering partnerships with families that enable students to excel in learning and develop a strong sense of self-worth and the skills to contribute to local and global communities.

We offer a broad and balanced curriculum accompanied by state-of-the-art learning facilities, helping to foster inquisitive minds and develop students' capacity for independent learning. Our school motto, 'Let Your Light Shine' acts as a foundation for how we educate our students, empowering them to shine a light outward into the world for others to see.

The College places a strong emphasis on excellence in literacy and numeracy and we offer support to students with learning difficulties or special talents.

Pastoral care and resilience building programs are critical components of the College's culture and are organised through a vertical community-based approach.



College structure

The College is organised into: Junior School (Reception to Year 5), Middle School (Years 6 to 9) and Senior School (Years 10 to 12).

The Junior School emphasis is one of inquiry-based learning and the curriculum follows the International Baccalaureate Primary Years Programme. Our focus is on enabling students to integrate and apply information across traditional subject areas in a cohesive manner, while laying a foundation for independent learning.

Pedare is a member of the International Baccalaureate Middle Years Programme. Our Middle School academic program is globally minded with a strong focus on STEM and is designed to provide students with technological and personal skills to become future leaders in society. The newly developed Middle School Centre features innovative facilities and flexible learning spaces and has been specifically designed to complement the academic program, increase student collaboration and inspire a love of learning.

In the Senior School, our aim is to develop independent students who are responsible and accountable for their own behaviour and learning. Our curriculum follows the requirements of the SACE program and courses cater for the needs of students seeking alternative pathways to further tertiary study and VET training.



Campus and surrounds

Pedare is situated in the South Australian suburb of Golden Grove, approximately 20 kilometres north-east of Adelaide's CBD. Golden Grove is a family-oriented community that offers a variety of quality shopping and leisure amenities and easy access to the renowned Adelaide Hills region.

The College's picturesque campus boasts views over the Adelaide plains and is designed to offer environs and facilities that cater to each student's individual strengths. In line with our Strategic Plan Towards 2020, we are nearing completion of a major redevelopment project – One College, One Campus – which includes a new Sports Centre, a new Junior School and a redeveloped Middle School. This project brings all students, from R-12, together on the one campus for the first time and will deliver state-of-the-art learning spaces, flexible break out zones and enhanced play environments. Students across all year levels will have unprecedented access to modern and sophisticated Science, Technology, Engineering and Mathematics facilities.

Students in the Senior School also have access to the Wattle Centre – a comfortable and modern building featuring flexible study spaces and a student cafe. This facility is similar to those found in many tertiary institutions and recognises that students are in the process of transitioning from secondary school.

Pedare shares an alliance between Gleeson College and Golden Grove High School. This partnership, which is called One+, represents a unique collaboration between the Catholic, Anglican and Uniting, and Government education sectors and provides students with more opportunity and choice through shared learning and cross-campus study. One+ is available to Pedare students in Year 11 and 12.



Governance

Under the Constitution, the Board has up to twelve members and may co-opt additional members of the Board from time to time.

The Board has three sub-committees: Finance, Governance and Risk, and Property and Grounds.

Each sub-committee has its own terms of reference and is chaired by a member of the Board.

The Principal is an ex-officio member of each sub-committee.

Finance

The College is in a strong financial position. Because of its socio-economic status, it receives high levels of federal government funding. Its SES is 102.

Planning

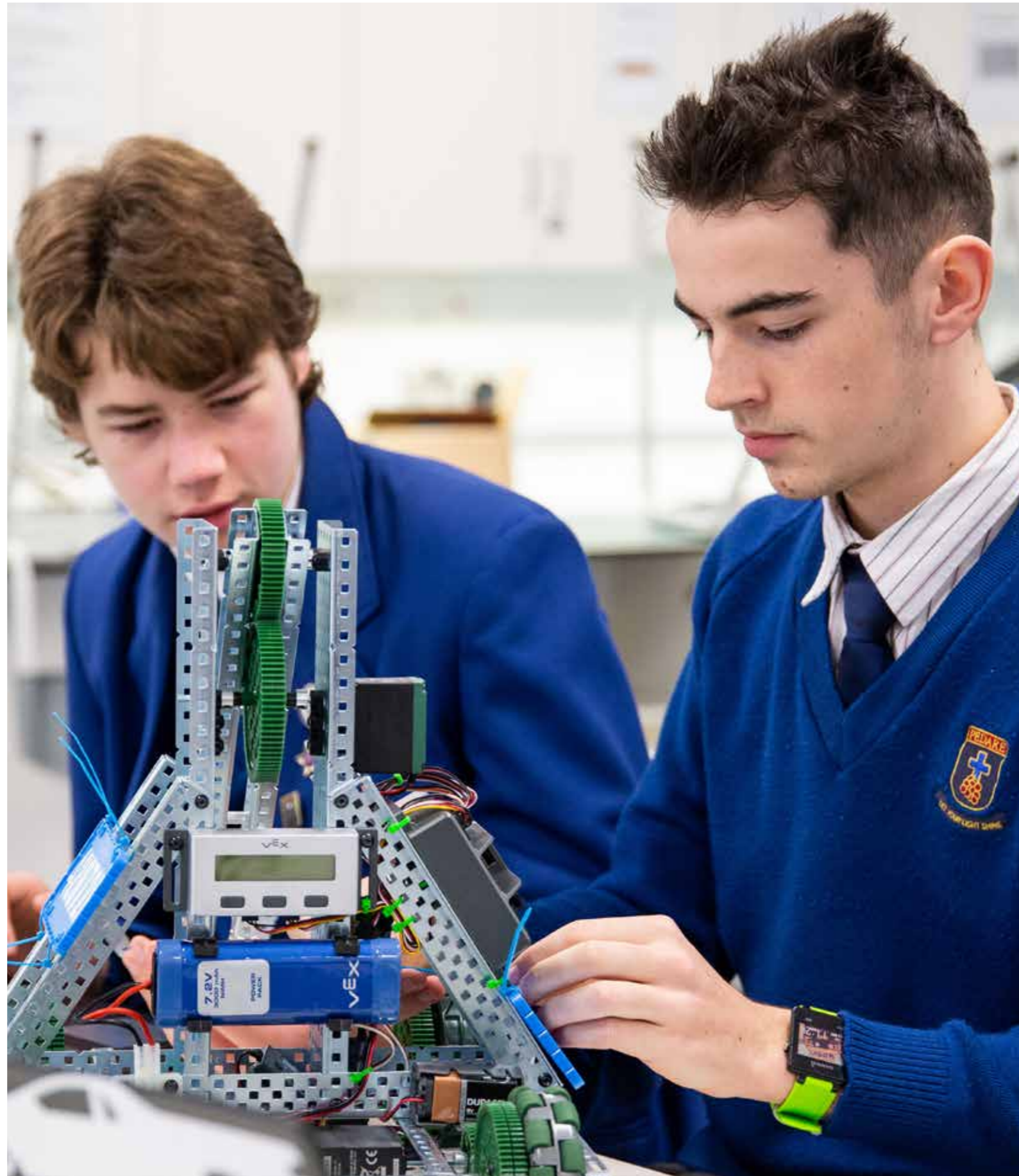
Following extensive consultation with staff, students and parents in 2015, the College implemented its Strategic Plan Towards 2020.

The five strategic goals of this plan are:

1. One College
2. Quality Teaching and Learning
3. Beliefs and Well Being
4. Communication and Celebration
5. Sustainable Future, Place and Space

In August 2017, we announced to the Pedare community that the major campus redevelopment project – *One College, One Campus* – would go ahead.

The project is due for completion in the first-half of 2019.



Enrolment

The current enrolment is 914 students. There is an additional intake of 18 Reception Ready students in Term 3.

Management

The Principal leads the senior leadership team.

The team comprises the Deputy/ Head of Senior School, Heads of Middle and Junior school, the Business Manager, Manager – People & Culture, and the Community Relations Manager.

Academic Excellence

Pedare students consistently achieve outstanding academic results.

Pedare Class of 2018:

- 88 students completed Year 12.
- Median ATAR score was 80.5 putting 50% of Pedare students in the top 19.5% of results state-wide.
- 23 students achieved an ATAR above 90, representing 26% of the graduating class
- Five students achieved an ATAR above 99.
- Dux of the College achieved the maximum possible ATAR of 99.95.

**PEDARE
CLASS
OF 2018**



**88
STUDENTS**
completed Year 12



**99.95
DUX
OF THE COLLEGE**



5
students
achieved an
ATAR above
99



PEDARE

Beyond the Classroom

Students at Pedare are encouraged to experience and participate in extra-curricular activities that enhance their learning and personal development. These activities are designed to teach students about commitment and discipline, while cultivating their leadership skills and a sense of comradery and school spirit.

We offer a variety of sporting programs, including our SPIN specialist netball training program, and groups including the chess club, debating teams, EcoForce, OzAsia and the Worship Leadership Team.

The College also has a strong music program and participates in several competitions and events, including Generations In Jazz, the Balaklava Eisteddfod and ABODA Festival.

Priorities

The new Principal will have several immediate priorities and opportunities.

They include:

- Understanding and respecting the College's uniqueness, its culture, community and environment;
- Promoting Pedare as an R-12 school;
- Taking a genuine interest in the education and welfare of the students;
- Nurturing and supporting the College staff;
- Thinking strategically and globally;
- Enhancing the curriculum; and
- Embedding the One College culture following the completion of the campus redevelopment project in 2019.



The Role

The Principal is responsible for the leadership and management of the College and reports to the Board.

Key Performance Indicators

The Board, after consultation with the Principal, will set annual strategic goals in line with the College's Strategic Plan.

Key Responsibilities

The Principal is expected to:

- Meet, know and take a genuine interest in students, staff, and their welfare.
- Promote excellence among students and staff.
- Lead the teaching and learning, bringing together the Pedare pedagogy from IB Primary and Middle Years Programmes to the delivery of SACE.
- Work collaboratively to maintain and grow partnerships with students, staff, families, the community, government, old scholars, local government, State Education Department, Catholic Education, One+, founding and participating Anglican and Uniting Church parishes/congregations, Anglican and Uniting Church Synods, the Local Government of Tea Tree Gully and tenants including Trinity Grove Church and Tenison Place Child Care.
- Be a role model to staff, maintain high standards of professionalism and work collaboratively with them.
- Communicate clearly and frequently both within and external to the College.



Leadership

As the teaching and learning leader of the College, the Principal is expected to:

- Be informed of educational, political, economic, demographic, community, social, compliance, cultural and religious trends likely to affect the College.
- Provide strategic leadership of the College.
- Promote the aims and interest of the College to enhance its standing and reputation within the community and the wider community and educational environment.

Management

As the manager of the College, the Principal is expected to:

- Understand and respect the school's philosophy, culture and community.
- Provide day-to-day control of the internal organisation of the College as the Chief Executive Officer.
- Ensure any practice, activity or policy with the College is in line with the Constitution and accepted business ethics.
- Maintain good relations with the Board, generally keeping the Board informed of all developments material to the Board.
- Oversee the College's business and be creative in responding to emerging challenges.
- Have a sound understanding of financial management and the design of school capital resources.



Characteristics and Qualifications

Characteristics

The Principal of Pedare will be acknowledged by the College as a leader who is passionate about teaching and learning, has drive, integrity, authority, and an ability to listen and empower with compassion. The Principal will have a commitment to student-centred learning.

The Principal will demonstrate commitment to the Christian faith through local church involvement, and/or participation in other activities of the church.

Qualifications

- Appropriate tertiary qualifications related to educational leadership.
- Meet the requirements of current teacher registration in South Australia.
- Post graduate qualifications in an appropriate discipline may be an advantage.



Experience and Skills

Proven leadership skills in an R-12 School.

Successful experience in one or more of the following areas may also be an advantage:

- Leading a school of at least a medium size as either the Principal, or as a senior member of the school management team.
- Curriculum development.
- Implementing positive change and continuous improvement.
- Championing and promoting a school.
- Building and mentoring a strong leadership team.
- Leading and building partnerships in an Anglican or Uniting Church environment.
- High level commercial, political and governance acumen.

Conditions of Appointment

An appropriate remuneration package will be negotiated with the successful applicant.

This will include:

- A proposed initial term of five years, subject to renewal by mutual agreement;
- An annual review of remuneration;
- Relocation expenses; and
- Regular performance reviews.



Appointment Process

The Board has established an Interview Panel to review applications, conduct interviews and recommend an appointment to the Board.

The members of the sub-committee are:

Ms Katey Elding (Chair)

Ms Susie Vincent (Chair – Finance)

Mr Andrew Hosch (Chair – Governance)

The Most Rev'd Geoffrey Smith
(Anglican Archbishop of Adelaide, Pedare Board Member)

Mr Mark Porter
(Anglican Schools Liaison and former Principal, Woodcroft College)



How to Apply

General information about Pedare may be found at www.pedarecc.sa.edu.au

Written applications for the position should include:

- Full name, address and contact details (mobile, email);
- Relevant biographical information (at their discretion, applicants may choose to provide personal information, including date of birth, marital status, a photograph etc.);
- Academic qualifications;
- Professional experience and career history, including title and description of past and current positions and, in particular, leadership, management and teaching roles;
- A covering letter addressing the requirements of the position;
- A concise statement of educational philosophy;
- Cultural interests and recreational pursuits;
- Professional memberships;
- Any other information considered relevant to the application; and
- Names and contact details of three referees.

The successful applicant will be required to provide evidence of sound medical health and fitness before their appointment.

Please visit henderconsulting.com.au to apply and for an information pack. Applications should be submitted to Andrew Reed. For a confidential discussion, please call Andrew or Christian Gaszner on (08) 8100 8827.





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12-30 Surrey Farm Drive Golden Grove SA 5125

P 08 8280 1700 **E** pedare@pedarecc.sa.edu.au

pedarecc.sa.edu.au