

## Introduction

### Vision

Viewbank College is a dynamic learning community, with a focus providing high quality educational opportunities that develop the potential of all its students. Our learning environment is caring and prioritises the personal and academic growth of all students.

We build active partnerships between staff, students and parents. We value a sense of individual worth and achievement, building curious, adaptable, resilient and ethical members of the community.

### Values

Our College motto is 'Caring for Excellence'

Viewbank College is a lead school in promoting Respectful Relationships. At the heart of our community, our College Pledge underpins the way we relate to each other on a daily basis.

"At Viewbank College, we are committed to building respectful relationships every day. We pledge to continue to build a respectful environment that is inclusive, positive, safe and caring, promotes empowerment and strives for equity. We will honour the diversity of everyone within our community and embrace every background, experience, gender, sexuality, ability, age, culture and religion."

### Strategic Plan:

The College Strategic Plan and Annual Implementation Plan are located on the College website.

These documents outline the strategic direction and improvement goals of the College.

<https://www.viewbank.vic.edu.au/wp-content/uploads/2020/04/Viewbank-College-8812-2020-AIP-Annual-Goals-Targets-and-KIS-4.pdf>

<https://viewbank.vic.edu.au/wp-content/uploads/2020/02/Viewbank-College-8812-2018-Strategic-Plan-Goals-and-Targets.pdf>

### College Reorganisation:

To enable us to achieve our strategic goals, the College has undertaken a reorganisation of our timetable, our student organisation and our Leadership structure.

- In 2021 we will move to a 4 period a day timetable. This will allow opportunities for deep learning and thinking and collaboration.
- In 2021 we will have an overlay program with a focus on positive engagement and wellbeing.
- In 2021 we will implement a new House System to build school pride and a strong sense of connectedness.
- As a result, Leadership roles within the College have been reviewed. The aim is to build a sense of renewal, align the roles to the College strategic plan and provide greater distributed leadership.

## College Leadership Team

At Viewbank College all Leading Teacher and Learning Specialist roles for the College School Improvement Team.

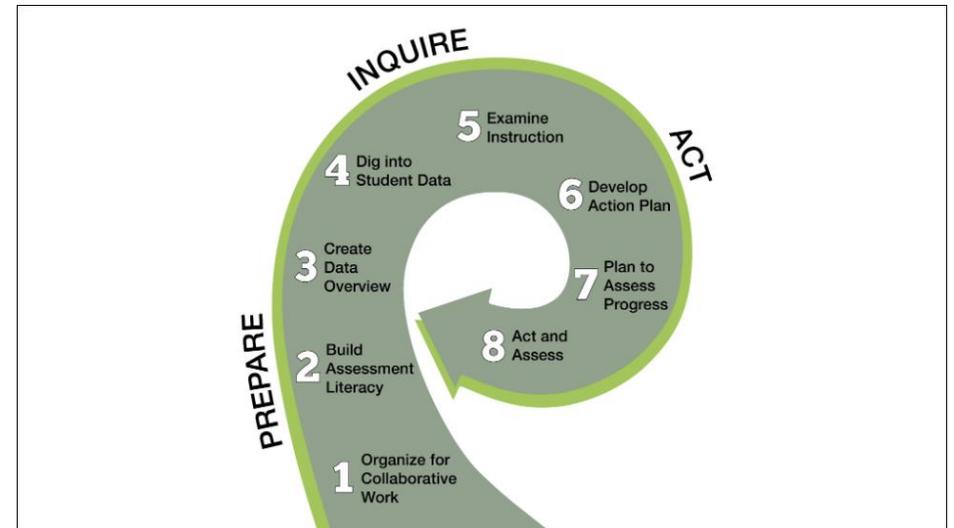
The team is responsible for implementing the College strategic initiatives and driving school improvement. We operate under the Framework for School Improvement (FISO) and the Datawise: A Collaborative Approach to Improving Teaching and Learning inquiry model.

All of our leaders are Educational Leaders and their role focus is on driving improvement of our staff, students and the College Community by building their capabilities.

This is done through key aspects of their work such as:

- Active collaboration
- Modelling best practice
- Reflecting the school values in all interactions
- Coaching others for continual improvement
- Showing high level emotional intelligence in dealings with whole community
- Being responsive
- Working to develop teams, creating positive team culture

## Datawise Improvement Process



## Leading Teacher Roles:

Leading teachers will be highly skilled classroom practitioners and undertake leadership and management roles commensurate with their salary range. The role of leading teachers is to improve the skill, knowledge and performance of the teaching workforce in a school or group of schools and to improve the curriculum program of a school. Typically leading teachers are responsible for coordinating a number of staff to achieve improvements in teaching and learning which may involve the coordination and professional support of colleagues through modelling, collaborating and coaching and using processes that develop knowledge, practice and professional engagement in others.

Leading teachers are expected to lead and manage a significant area or function within the school with a high degree of independence to ensure the effective development, provision and evaluation of the school's education program. Leading teachers will be expected to make a significant contribution to policy development relating to teaching and learning in the school. A leading teacher has direct impact and influence on the achievement of school goals. Leading teachers are usually responsible for the implementation of one or more priorities contained in the school strategic plan.

(Department of Education and Training)

### Position Responsibilities

At Viewbank College, the key responsibilities for leading teachers may include (but are not limited to):

- Leading and managing aspects of the whole-school improvement goals under the College Strategic Plan
- Leading and managing the development of individuals and teams through the Performance and Development process

- Engaging in peer observation and teaching demonstration lessons
- Leading and developing the College's curriculum provision, assessment and reporting policies and practices
- Leading and managing the implementation of the College Engagement and Wellbeing policies and initiatives
- Responsibility for general disciplinary matters beyond the scope of the classroom teacher
- Contributing to overall leadership and management of the College
- Contributing to proposals and policy development for consideration of College Council (VGSA 2017)

In addition, at Viewbank College, all Leading Teachers are educational leaders. They will undertake coaching and mentoring of teams of teachers. They will have a significant role coordinating a program and team of teachers.

In line with our College strategic direction, they will use an evidence based approach to inform their own leadership and performance.

Leading teachers will be supported with their own personal and professional growth, individually and as part of the College Leadership team.

## Learning Specialist Roles:

Learning Specialists are highly skilled classroom practitioners who spend the majority of their time in the classroom delivering high quality teaching and learning and have a range of responsibilities related to their expertise, including teaching demonstration lessons, observing and providing feedback to other teachers and facilitating school-based professional learning.

Learning specialists have deep knowledge and expertise in high quality teaching and learning in delivering improved achievement, engagement and wellbeing for students. The role of the Learning Specialist is to model excellence in teaching and learning, and to mentor and coach teachers in improving their skill, knowledge and effectiveness.

(Department of Education and Training)

### Position Responsibilities

- Working with the College Leadership Team to develop a shared view of highly effective practice
- Provide leadership to staff, students and the broader community by coaching staff and students in best practice in teaching and learning
- Leading and supporting the development of Domain Leaders and teachers in the implementation of continuous improved pedagogical practice
- Modelling exemplary classroom practice including through teaching demonstration lessons
- To assist in the ongoing development, implementation and review of a system of peer observation, feedback and reflection for teachers
- Modelling exemplary use of data to ensure evidence informed changes in practice and improved student outcomes

- Assist in the ongoing development, implantation and review of the school-wide professional learning program through Professional Learning Communities
- Leading and managing the development of individuals and teams through the Performance and Development process

In addition, at Viewbank College, all Learning Specialists are educational leaders. They will undertaking coaching and mentoring of teams of teachers. They will have a significant role coordinating a program and team of teachers.

In line with our College strategic direction, they will use an evidence based approach to inform their own leadership and performance.

Learning Specialists will be supported with their own personal and professional growth, individually and as part of the College Leadership team.