



Director of Teaching & Learning

Calrossy Anglican School has an opening for an Executive level position in the role of Director of Teaching & Learning. The successful applicant will demonstrate excellent subject knowledge of the NSW K-12 Curriculum and possess the capability to implement a framework and professional development strategies to engage and inspire staff to strive for excellence in teaching and learning practices.

This position will drive the implementation of best practice teaching and learning practices with a focus on effective pedagogical strategies. A key deliverable will be the development and management of a unified and comprehensive teaching and learning framework relevant to each stage of the school. The role will include an approximate 0.4 teaching load.

This is a permanent full-time position to commence in Term 2, 2026.

Position Description

Position Title:	Director of Teaching & Learning
Responsible to:	Principal
Reports to:	Principal
Key Stakeholders:	All internal and external stakeholders
Overview:	As an Executive Leader, the Director of Teaching and Learning will oversee the implementation of outstanding teaching and learning practices with a focus on effective pedagogical strategies. This role will drive innovative and exciting work programs and lessons, lead the integration of technology into classrooms, and inducting staff in educative legislation as appropriate, including new curriculum developments.
Key Accountabilities	<ol style="list-style-type: none"> 1. Development and management of a unified and comprehensive teaching and learning framework relevant to each stage of the school. 2. Professional development of staff to deliver high level teaching practice in line with the teaching and learning framework across the school, ensuring a high standard of teaching and learning is implemented across all areas. 3. Implementation of NSW curriculum, in collaboration with Director of Studies and other relevant academic leaders. 4. Ensure a well-rounded mentoring and coaching program for teaching staff in consultation.
Duties & Responsibilities:	<p>Ethos</p> <ul style="list-style-type: none"> • Actively support and promote the Christian ethos of Calrossy in a manner that is inclusive and sensitive to the life experiences of students, parents, and staff. • At all times promote the School's Christian values in a practical and accessible way that promotes our mission to provide excellence in a Christian environment. • Uphold the School's core values of Selflessness, Integrity, Resilience and Inclusiveness. <p>Executive Leadership</p> <ul style="list-style-type: none"> • Effectively collaborate within the Executive team. • Effectively collaborate with all stakeholder groups including Heads of Department and Stage Coordinators. • Represent the school as a Leader of Learning and be an integral part of learning teams across the school. • In partnership with key academic staff, assist in the development and implementation of academic policies and procedures.

- Promote and market Calrossy as an outstanding learning environment to prospective enrollees.
- Support strategies for the academic transition of students from Primary into Secondary School.
- Support transitions across the school including subject selection and learning pathways.
- Contribute to the preparation of students as they move into Secondary School and Stages 5 and 6.
- Lead and participate in executive, staff and team meetings and participate as a member of relevant committees and sub-committees.
- Update the school community regularly on matters relating to teaching and learning.

Teaching Framework Implementation & Learning Culture

- Articulate a school vision for learning, contributing to the development of a learning model for the school
- Establish, monitor and evaluate policies, practices and systems to ensure excellent teaching and learning, including effective incorporation of ICT
- Develop consistent high learning expectations of all members of the school community
- Support enquiry and application of quality learning practice at every level of our school, including Infants/Primary, Junior Secondary and HSC studies
- Work collegially within School, sharing ideas and best practice in teaching, assessment, and programming
- Work collaboratively, co-operatively and flexibly with grade partners and specialist teachers to develop, implement, register and evaluate teaching and learning programs
- Promote a culture to enable students to thrive academically, socially and spiritually at all ages and stages
- Take an active and enthusiastic role in the day-to-day learning within the School
- Develop a team of staff who support the holistic development of students
- Maintain currency of knowledge of contemporary pedagogical literature and research, connecting with professional networks and sharing developments with staff
- Contribute to newsletters on learning and academic growth

Curriculum Implementation

- Assist with the development of practices that monitor and measure student growth
- Monitor changes to NSW curricula and drive processes within the school to develop quality teaching and learning programs responsive to these changes
- Drive the Calrossy approach to assessment, reporting and feedback to parents and students
- Assist with and advise on suitable processes which ensure the quality of reporting and assessment

Professional Development Leadership

- Design, develop and implement a strategic professional development program in line with the teaching and learning framework
- Lead the professional learning practice of Calrossy Anglican School, providing input and direction to training and development of staff
- Develop teachers with a range of levels of experience and expertise
- Utilise and apply educational theory to underpin the development of teacher quality
- Assist individual staff and departments to develop achievable goals and strategies for learning
- Advise teachers and executive regarding beneficial professional learning and alignment with whole school goals
- Contribute to teacher coaching, lesson observations and the development of effective feedback to teachers and Middle Leaders
- Support effective teacher self-reflection and appraisal tools and practice

General Duties and Responsibilities

- Classroom teaching, including preparation of lessons to teach the number of periods per week as designated by the school's curriculum (approx. 0.4 teaching load)
- Actively supervise students during duties, ensuring student safety, positive behaviour, and adherence to school duty-of-care and behaviour management policies
- Participate in professional development as required, aligned with school priorities
- Contribute to and lead co-curricular and extracurricular programmes and activities, including camps and excursions
- Contribute to school publications on teaching and learning
- Administration related to teaching and learning
- Support the school's Wellbeing program
- Attend, participate and contribute to school functions and events
- Perform any other reasonable duties as required by the Principal or their delegations from time to time

Qualifications, Skills and Experience	<ul style="list-style-type: none"> Academic background necessary to successfully mentor teachers in their classroom practice with experience in teaching Primary and Secondary students Comprehensive knowledge of AITSL teaching standards to lead the development of professional learning programs and policies Leadership experience and knowledge in implementing NSW K-12 curriculum and teaching standards Ability to lead and support colleagues within the school to use and select ICT with effective teaching strategies to expand learning opportunities and content knowledge for all students in a safe responsible and ethical manner Ability to lead and support colleagues to evaluate the effectiveness of teaching and learning programs differentiated for the specific learning needs of students with diverse backgrounds Highly developed communication and interpersonal skills, with a capacity to maintain positive relationships, engage key stakeholders and collaborate with the Executive Team Appropriate NSW teaching qualifications and NESA accreditation Current Working with Children Check Current Driver's License First Aid Certificate 	
Work, Health & Safety:	<p>In accordance with the Workplace Health & Safety Act 2021, Employees must:</p> <ul style="list-style-type: none"> While at work take reasonable care for their own health and safety Take reasonable care for the health and safety of others Comply with any reasonable instruction from Calrossy and report concerns to your supervisor Follow defined WH&S policies and procedures of the school 	
Selection Criteria	<p><i>These selection criteria will form the basis to assess applicants for short-listing and determine the successful candidate:</i></p> <p>SC1. Demonstrated ability to develop and implement a comprehensive teaching and learning framework relevant to each stage of learning.</p> <p>SC2. Proven ability to collaborate effectively with stakeholders and peers, to maintain high-level productive partnerships across school stages.</p> <p>SC3. Demonstrated ability to design, develop and implement a professional development program to meet strategic objectives.</p> <p>SC4. Demonstrated experience in teaching Primary and Secondary students and proven ability to engage and mentor teachers in the development of classroom practice.</p> <p>SC5. Participating member of a Christian denomination in support of the principles and direction of the Anglican Church of Australia as expressed in its Constitution.</p>	
Conditions of Employment:	Industrial Instrument	<i>Independent Schools (Teachers) Cooperative Multi Enterprise Agreement 2025 (CMEA)</i>
	Employment Type	Permanent Full-time
	Salary	Negotiated Contract
	Primary Work location	Brisbane Street and William Cowper Campus
Location	Brisbane Street Campus (Senior 10-12 and Boarding) 140 Brisbane Street PO Box 1245 Tamworth NSW 2340	William Cowper Campus (Junior K-6 & Middle 7-9) 242 Moore Creek Road Tamworth 2340