

HEAD OF LEARNING IMPACT



Position Title	Head of Learning Impact
Tenure	5 Years
POR Allowance	Band 2, Level 3
Time Allowance	0.4FTE Leadership, 0.6FTE Teaching
Reporting to	Deputy Principal- Learning & Teaching
School Values	Respectful Relationships Responsible Citizen Adventurous Learner A True and Courageous Self

Wilderness School is a non-denominational girl's school educating students from Early Learning Centre through to Year 12. Since 1884, Wilderness School has prepared girls to be adventurous, courageous, responsible and respectful learners and leaders. The legacy of our Founders, the Misses Browns, continues today and is a rich and integral part of our School culture.

Staff members at Wilderness School are required to uphold the values and the reputation of our school and community by:

- Conducting their relationships with respect and kindness
- Demonstrating high behavioural, moral, ethical and professional work standards
- Working together to successfully manage change

At Wilderness School, we have a shared definition of leadership and are committed to the growth of others. We are:

- Respectful leaders who demonstrate kindness and empathy and form healthy fulfilling relationships with others, honouring their dignity.
- Responsible leaders who are trustworthy and reliable. We understand others' rights and act with integrity, matching our purposes with congruent actions and words.
- Adventurous leaders who are reflective, self-authoring, values driven and purposeful.
- True and courageous leaders who are agents of growth and change. We are committed to the ongoing growth of our leadership and team members.

Role Purpose:

Reporting to the Deputy Principal – Learning & Teaching, the Head of Learning Impact is responsible for ensuring the implementation of high-quality, evidence-informed instructional strategies across the School. This role plays a pivotal part in enhancing pedagogical practices and assessment design, fostering a culture of continuous improvement, and ensuring that teaching and learning programs are data-informed, student-centred, and aligned with the School's Mission and Values. The Head of Learning Impact also leads educational innovation and change, ensuring that Wilderness School's curriculum remains contemporary, rigorous, and of a world-class standard. In doing so, the role supports the strategic development and implementation of extension opportunities, differentiation practices, and the effective use of learning resources across all year levels and subject areas.

Leads Teaching and Learning

Operationalises the School's Vision, Mission and Strategic Priorities

- Builds consensus among teachers and leaders to enact the School's Vision, Mission, Values, and Strategic Priorities while optimising opportunities for student learning, progress, and achievement.
- Ensures teachers explicitly foster and promote the dispositions and capabilities that enable Wilderness students to flourish both during their schooling and in life beyond school.
- Supports teachers to create clear and meaningful links between student learning and future pathways, ensuring opportunities for knowledge transfer to unfamiliar or unanticipated contexts.

Ensures provision of a guaranteed curriculum

- Collaborates with teachers to identify the essential understandings of their subject area(s), aligned with the National and SACE Curriculum.
- Lead ongoing refinement of Verus learning design to ensure it supports coherent, student-centred, and future-focused learning across the School.
- Supports departments in establishing and implementing common curricula and teaching programs at each year level that deliver the subject's essence, while being responsive, differentiated, and compliant with system requirements.
- Guides the regular review and evaluation of teaching and learning programs to ensure they are rigorous, engaging, and well-sequenced across year levels.
- Oversees the documentation and maintenance of current, accurate curriculum and teaching records.
- Develops and leads regular check-ins with departments to monitor adherence to agreed curriculum, assessment, and documentation practices.
- Works collaboratively with staff to build a shared understanding of typical learning progressions within subject areas and how to sequence learning to maximise growth.
- Support departments to embed effective differentiation strategies that respond to diverse learner needs and promote inclusive excellence.

Leads assessment and analyses data

- Collaborates with departments to design and monitor fair, consistent, and manageable assessment procedures that acknowledge students' broader commitments and wellbeing.
- Ensures a diverse range of assessment types are used, providing multiple avenues for students to demonstrate their learning.
- Ensures assessments generate valid and reliable evidence of student achievement against clearly articulated learning outcomes.
- Leads processes that uphold the accuracy and consistency of curriculum standards, assessment benchmarks, and student outcomes.
- Ensures teachers have access to shared standards, assessment rubrics, and observation protocols to support formative assessment, progress tracking and student adjustments as necessary.
- Models and promotes thoughtful use of a wide range of learning and achievement data to evaluate impact, identify areas for improvement, and inform future planning.
- Encourages professional conversations that prioritise student growth, achievement, and learning progress, shifting the focus from static notions of 'ability' to dynamic learning potential.

Develop Self and Others

Engages in own leadership development

- Reflects regularly on personal leadership strengths, areas for growth, and emerging challenges.
- Seeks and acts upon feedback from the line manager, colleagues, and team members to inform leadership practice.
- Actively participates in leadership development opportunities provided by the School.
- Engages in ongoing, cyclical processes of leadership reflection and refinement.
- Maintains current knowledge of trends, research, and best practices in educational leadership.

Cultivates trust

- Works with team members to establish working agreements which articulate a shared agreement on the behaviours expected of all team members to build a psychologically safe work environment.
- Builds and nurtures collaborative skills.
- Conducts regular check-ins with team members and adjusts expectations and practices in response to feedback on the team's performance and adherence to the working agreements and norms of collaboration.
- Acts swiftly and sensitively to the concerns of members of staff, demonstrating kindness, patience and persistence when resolving issues.
- Balances support of staff with an awareness of own leadership responsibilities.
- Negotiates time and routines for teachers to work with and learn from others to refine practice and, where desired, develop new approaches.

Develops the professional practice of others

- Provide leadership and mentoring to key curriculum leaders or coordinators, ensuring alignment and shared accountability across learning areas.
- Lead relevant curriculum and project teams to ensure the sustained excellence and innovation of teaching and learning programs.
- Establishes and upholds high expectations by modelling and promoting evidence-informed approaches to teaching, learning, and collaboration.
- Demonstrates belief in the growth potential of colleagues and students through consistent and supportive communication and behaviour.
- Encourages and supports teachers to engage in professional inquiry and critically evaluate the impact of their practice on student learning and wellbeing.
- Recognises and celebrates individual contributions and collective achievements within the department and across the School.
- Facilitates and tracks staff engagement with professional associations, networks, and resources to support sustained professional growth.
- Collaborates with the Deputy Principal – Learning & Teaching to recommend and deliver professional learning aligned with School and departmental strategic priorities.

Manage the Learning Areas

Manages resources

- Explores, selects and oversees purchase of resources and curriculum materials to support teaching and learning.
- Develops and implements systems to monitor and evaluate resources against planned outcomes.
- Plans and manages budget, keeping up-to-date detailed records of expenditure.

Organises people

- Provides advice to the timetable team regarding allocation of classes.
- In partnership with Deputy Principal - Learning & Teaching, coordinates classroom observations with prospective new teachers.
- Encourages, assists and monitors beginning teachers and new teachers with induction into School practices.
- Supports Heads of Department and teachers to ensure teacher practice is aligned with the Wilderness Learning and Teaching Blueprint.

Communicates in a timely and intentional manner

- Regularly briefs team members on the School's strategic plans, priorities, and operational issues and disseminates information from relevant meetings.
- Reports on activities to Deputy Principal - Learning & Teaching.

Monitors team members' consistency with school practices

- Enables team members to communicate with parents in a timely and appropriate manner about the progress and achievement of their daughters.

- Enables appropriate use of the protocols for assessments and student concerns.
- Enables compliance with school reporting guidelines and timelines.

Manages compliance

- Meets requirements of Legislative Acts and Government agencies.

Qualifications, Skills and Experience:

Qualifications and Experience

- Academic qualifications, suitable experience and a background relevant to the role, including maintaining a South Australian Teaching Registration Certificate with the Teacher's Registration Board SA.
- Proven experience in interpreting and integrating educational data to guide strategic decision-making.
- Far-reaching knowledge of the Australian Curriculum and SACE.
- Extensive experience in teaching at Secondary level and a strong record of performance in a subject area.
- Proven experience leading others in the implementation of teaching practices
- Knowledge of and commitment to policies and practices relating to Risk Management, WH&S and Equal Opportunity.

Desirable

- Relevant post graduate qualifications in teaching and learning.
- Involvement in relevant professional communities.

Personal Qualities

- A commitment to continuous professional learning in the field of education analytics.
- Outstanding written and oral communication skills, coupled with highly developed interpersonal skills.
- Outstanding organisational skills, planning, analytical and strategic thinking capabilities.
- Personal sense of initiative, enthusiasm and energy.
- Proven capacity to operate in a respectful, collaborative, professional, confident and discreet manner.
- Openness to new ideas, responsiveness to emerging opportunities and issues.
- Innovative practice, lateral thinking, change management and use of initiative.
- Understanding of and commitment to the ethos of Wilderness School.
- Evidence of ethical behaviour in all professional duties.

Conditions

- Some out of hours' work is an essential component of this role.
- Work from any other metropolitan location as required.
- Some Interstate and Intrastate travel is a requirement of this position.
- Current registration or ability to be registered with the Teacher's Registration Board of South Australia.
- First Aid Certificate.
- The School reserves the right to modify and adjust position descriptions to meet its operational and strategic need.
- The successful applicant will be required to undergo a Working with Children Check and Responding to Risks of Harm, Abuse and Neglect Training. In addition, you are required to adhere to the School's Child Protection Policy.

Acknowledgement:

I have received, reviewed and fully understand the position description. I further understand that I am responsible for the satisfactory execution of the essential functions described therein, under any and all conditions as described.

Signed:

Date:

Print Name: