



Student Growth Leader

Reports to:	Director of Learning and Growth: Progression
POL Level	2
Time Allowance:	6 periods, per cycle (0.13)
Tenure:	2025 - 2027

Thomas Carr College is a dynamic Catholic learning community guided by our Gospel values. Our Catholic faith has a vital role to fulfil in the education of our students; it is at the very core of our purpose and identity. Each Thomas Carr College staff member bears witness to these values in their interactions with staff, students, families and the community.

This role description is written in light of the Mission and Vision Statements of the College. Our community is characterised by a strong set of values that underpin the way we live. We enact those values by respecting and honouring our collective heritage while looking with imagination to the future. All dimensions of life at the College, including the work of the Student Growth Leader, are aimed at supporting the growing, learning person: the young people whom the College serves.

All leaders at the College accept responsibility for working with staff teams, through collaborative leadership for growth, in the development of a positive school climate supporting high expectations and high levels of success for all students.

COMMITMENT TO FAITH

All positions at Thomas Carr College are based on the Christian model of servant leadership exemplified by Jesus Christ and given witness to by our founder Archbishop Thomas Carr. It is expected of all employed at Thomas Carr College that they:

- Accept and model the Catholic educational philosophy of the school.
- Develop and maintain an adequate understanding of those aspects of Catholic teaching that touch upon their subject areas and other aspects of their work by their teaching and other work and by personal example, striving to help students to understand, accept and appreciate Catholic teaching and values.
- Comply with the accreditation policy of the CECV to teach in a Catholic school.

THOMAS CARR IS A CHILD SAFE SCHOOL

Thomas Carr College holds the care, safety and wellbeing of its students to be at the core of all we do. The College is resolutely committed to ensuring that all staff of the College act in a manner that promotes the inherent dignity of each of our young people and their fundamental right to be respected and nurtured in a safe school environment. This commitment includes regular and appropriate learning opportunities in relation to child safety and young people's protection and wellbeing.

We also commit to listening to, and taking seriously, all concerns voiced by students, staff, parents and caregivers, volunteers, contractors and clergy. We commit to continuously reviewing and improving our systems to protect children from abuse.

Our commitment is drawn from and inherent in the teaching and mission of Jesus Christ, with love, justice and the sanctity of each human person at the heart of the Gospel.



OVERVIEW

The Student Growth Leader supports in the development and implementation of the College's plan for analysing data for improved student outcomes. They work closely with the Director of Learning and Growth: Progression to analyse student data to identify trends and areas for improvement. Based on these insights, they develop targeted strategies to enhance student outcomes. Additionally, they work closely with teachers to be data-informed. Their role plays a crucial part in promoting data-driven practice.

KEY RESPONSIBILITIES

- Actively support the College's Mission and Vision Statement.
- Work with the Director of Learning and Growth: Progression in the development of a Thomas Carr College Data Plan.
- Work with College Leaders on the systematic collection and management of student data for presentation via SIMON, including but not limited to:
 - NAPLAN
 - Victorian Curriculum progression levels
 - College Reports
 - Attendance
 - Pulse Data
 - Behaviour Tracking data
 - Entrance Testing
- Oversee the ongoing implementation of SIMON Analytics, including the development of data dashboards that provide data to underpin improvement.
- Liaise with the Director of Learning and Growth: Progression in the analysis of VCE Data and identification of trends, strengths and opportunities for growth of students across subjects.
- Analyse NAPLAN Data to understand strengths and opportunities for growth of Year 7 and Year 9 cohorts. Compare data across time to measure change.
- Work with the Director of Learning and Growth: Curriculum to analyse Year 6 testing data to identify students for MAGIS, as well as support in creating Year 7 PaLM groupings.
- Create a Data Tracking system of individual student progression in internal examinations.
- Work in collaboration with the Learning Leadership Team to analyse internal examinations data and use it to inform learning and teaching.
- Work in collaboration with the Learning Leadership Team to analyse internal assessment data and use it to inform learning and teaching.
- Facilitate the review of assessment practices and processes including the use of data to inform teaching and assessment practices in the delivery of all curriculum.
- Work in cooperation with the Director of Learning and Growth: Progression and other key staff in the implementation of the Year 7 to 10 and VCE/VM Academic Intervention Process, tracking data to review progress.
- Model collaborative and empathic leadership.



TEAM ENGAGEMENT:

- Pathways Team

Through mutual agreement some variation in the specified responsibilities may take place during the term of appointment as a part of a normal process of ongoing evaluation of the College's operations.

All employees at Thomas Carr College are to follow College policies and procedures, including the Occupational Health and Safety Act 2004, the Equal Opportunity Act and CECV Commitment Statement to Child Safety.

ATTRIBUTES

1. A firm belief in and commitment to the Mission and Vision of the College and an ability to articulate and promote these.
2. Demonstrated ability to work in a collaborative environment skilled at developing sustained relationships with staff, students and parents.
3. A clear vision for learning and teaching based on contemporary educational thought and practice.
4. Demonstrated ability to develop and lead within a learning environment that enables the pursuit of excellence, including planning, implementation and evaluation.
5. Proven commitment to ongoing growth as a leader and teacher.
6. Demonstrated excellence in the use of digital technologies in an educational setting.
7. Excellent communication, administrative and organisational skills.

QUALIFICATIONS

- Appropriate tertiary qualifications
- VIT Registration
- CECV Accreditation to Teach in a Catholic School (or working towards)

Thomas Carr College is an equal opportunity employer that promotes the safety, wellbeing and inclusion of all children.