An independent co-educational Christian school for residential and day students, Kindergarten to Year Twelve

Information for Applicants
GSG: Appointment of the Principal

GSG MISSION

The mission of GSG is to provide the young people of the Great Southern region and beyond a world-class school, incorporating a liberal education, the Christian faith and a maritime heritage. Great Southern Grammar is committed to providing students with a well-rounded education that imparts valuable life skills and prepares young people to participate and achieve in community and society. We are committed to:

- Providing students with a broad and balanced education by encouraging participation in as many learning areas as possible;
- Assisting students to recognise and value their gifts and talents and developing these in appropriate ways;
- Encouraging students, through their exposure to Christian teachings, to explore issues of faith, spirituality and values; and
- Enabling students to develop and appreciate the important place that integrity, respect, tolerance and compassion have within the context of a modern society.

GSG OBJECTIVES

- To be an effective educational community that actively involves students, staff, parents and friends and develops active links with the wider community within which the School operates.
- To provide a diversity of learning programmes suited to the developmental stages and learning needs of students.
- To acknowledge in all educational programmes the central role of Christian faith as the fundamental human commitment that gives shape to all life.
- To facilitate the highest levels of educational achievement for each student, according to individual ability.
- To develop an educational environment that in organisational structure, pastoral care and teaching programmes is authentically Christian.
- To equip students with an appreciation of their own worth and the values of others.
- To instil in students the capacity and confidence to make decisions concerning all aspects of life, including their chosen vocation, and to help students to deal creatively with economic and social matters.
- To provide all employees of the School with a satisfying and rewarding working environment.

GSG VALUES

- The core values of GSG are integrity, respect, tolerance and compassion.
- Pastoral Care which is abundant and which teaches compassion, care and concern for the individual.
- Learning which is joyful and lifelong by nature and stems from openness to change.
- Participation which is active learning and not passive reception.
- Self-acceptance which stems from a realistic knowledge and love of one’s self.
- Faith which is inwardly reflective and demonstrated in service for others.
- Standards which apply in every field of endeavour and are set high to encourage pursuit of excellence.
- Partnerships which involve the family and the community as the contexts in which children grow.
- Self-discipline which is learnt from experience and cultivated through hard work.
- Responsibility which is both individual and joint in scope and nature.
- Relationships which give purpose and meaning to life and which are based on integrity and mutual respect.
- Citizenship which promotes commitment and understanding at a local, national and international level.
- Resilience which is built through purposeful effort, participation and persistence.

MESSAGE FROM THE CHAIR OF COUNCIL

The current Principal of Great Southern Grammar School, Mr Stuart Marquardt, will leave the School at the end of Term One 2016 after eight years of outstanding service to take up the position of Principal of Lindisfarne Anglican Grammar School in northern New South Wales.

During his time at GSG, the School has grown from 550 to 860 students and expanded its educational programme and facilities in significant ways.

The School Council seeks a new Principal with the experience, vision, energy and passion necessary to take the School into the next phase of its development. The Principal will report directly to the School Council.

The School has a beautiful waterfront setting on the banks of Oyster Harbour, Albany. Careful selection has resulted in talented and outstanding staff working in the School. There is a strong sense of community in the School and it is a very caring environment.

The Principal will have a high degree of autonomy within the School and a strong input at Council level to the overall direction and management of the School. An attractive salary and conditions will be offered to the successful candidate.

The new Principal will ideally take up the position in Term Three, 2016. A five-year contract will be offered in the first instance, which could be extended for further five-year periods by mutual agreement.

This is an excellent opportunity for the right candidate to place their stamp on the future of the School, to consolidate on our strong student growth and continue to maintain our reputation as the premier school in our region.

Mrs Audrey Jackson AM | Chair of School Council
January 2016
HISTORY OF THE SCHOOL

The concept of establishing an independent school in the Great Southern region arose from families seeking an independent school alternative within the region. Great Southern Grammar was founded in 1996 by a development committee. The School was incorporated in 1998 and those who had worked to establish it became the first Board of Trustees. The Trustees established the inaugural School Council. The School Council, as the governing body of GSG, is the educational and financial authority of the School.

The School opened in 1999 with 36 students at the temporary Mt Melville Campus in Albany. The building masterplan was commenced to establish permanent facilities at the Oyster Harbour site. The School moved into its home on the shores of Oyster Harbour in Term One 2000.

When local Noongar elder Mr Aiden Eades spoke at the opening ceremony of the School he stated:

“The School grounds are of special significance to local Noongars, with the Kalgan and King rivers meeting close by. Never forget that this is Noongar land but you are welcome to use it, especially for the use of something like education.”

Since 1999, Great Southern Grammar has developed an excellent reputation for the quality of its programmes, staff and facilities. There is a culture of achievement in the School and of excellence across a range of academic, cultural and sporting pursuits. Our programmes offer enormous depth and breadth of learning across the curriculum.

The School has grown steadily each year, with enrolments reaching 850 for Kindergarten to Year Twelve in 2016. Great Southern Grammar is ideally located on Oyster Harbour between the King and Kalgan Rivers. This location provides a supreme environment for learning and living. Set on 144 acres of land, the School is in a peaceful rural landscape with water vistas.

EDUCATIONAL FACILITIES

Great Southern Grammar has undergone considerable development in the past 17 years. There has been significant capital investment in new and existing facilities. Major School building projects have been made possible by good financial control and close monitoring of the community demand for the service. This has enabled the School to be an exemplar of best business practice. This practice has been instrumental to its speedy growth and success. The School has now become a standalone viable business enterprise as well as a successful educational institution.

Major buildings constructed in the last five years:
- Multi-Purpose Sport Complex
- The Annette Knight Centre (Music and Drama)
- The Pratten Centre (Senior School)
- Learning Information Centre
- Michaelmas Boarding House
- Eclipse Boarding House
- Breaksea Boarding House

Other facilities include:
- Tennis & basketball courts
- Artificial turf hockey field
- A full range of specialist and general classrooms
- Two ovals for football, rugby and soccer
- Music Seminar rooms
- IT Centre
- LOTE (Japanese) Centre
- Early Childhood Centre
- Cricket nets

Planned development for the next five years:
- Multi-Purpose Court upgrade
- Year Seven Centre
- Library
- Design & Technology Faculty
- Athletics track
SCHOOL STRUCTURE & MANAGEMENT

The Principal reports to the School's governing body, the Council of Great Southern Grammar School Inc. The Council has established two standing committees: Finance; and Planning, Building and Grounds, each chaired by a member of Council. The principal is an ex-officio member of both committees. These committees meet monthly and report to Council through their Chair. The Council may also establish task groups to deal with specific issues. The School Council manages the planning and implementation of strategies and focuses on policy making and the business of the School.

School Council Responsibilities:
■ The strategic direction and strategic management of the School;
■ Ensuring the delivery of quality education to the students attending Great Southern Grammar;
■ Ensuring those who deliver the School's education curriculum are afforded every opportunity to develop themselves professionally;
■ Ensuring that the Great Southern Grammar experience is an enjoyable one that assists in preparing students to embrace opportunities for the future;
■ Ensuring adequate strong Governance across areas of the School; and
■ Ensuring that the delivery of quality education is adequately supported through effective financial and operational management of the School.

The School Council
Mrs Audrey Jackson AM BSc (Hons); Grad Dip Ed Admin (Chair)
Mr Brad Williamson BA; Grad Dip Professional Accounting; CPA (Deputy Chair)
Mrs Sue Howson Dip Ed (Trustee Representative)
Mrs Fran Leary BComm; CA (Chair Finance Committee)
Mr Simon Bairstow (Chair Planning Building and Grounds Committee)
Mrs Victoria Bennett BAnimalSc (Hons First Class) (Alumni Representative)
Mr Cameron Syme BLaw (Hons); BComm Accounting
Mrs Carly Beech
Principal (ex-Officio)
Business Manager (ex-Officio)

The Trustees ensure the School remains true to its Christian faith and values. The Chair of School Council and the Headmaster meet with the School Trustees two to three times per year.

The Trustees
Hon Justice John Gilmour QC (Chair)
Mrs Jennifer Shearer (Deputy Chair)
Mrs Sue Howson Dip Teach (Secretary)
Ms Sally Arnold
Mrs Audrey Jackson AM BSc (Hons); Grad Dip Ed Admin (ex-Officio)
Principal (ex-Officio)

The School’s Management

The Principal is responsible to the School Council and is fully accountable for the performance and development of the School. The Principal, together with the leadership team, strives to create a world-class school that provides city opportunities in a beautiful country setting.

The Leadership team that support the Principal are as follows:
Deputy Principal                Business Manager                Director of Studies
Head of Junior School           Head of Middle School           Head of Senior School

Principal’s Personal Assistant

The Principal’s Personal Assistant is responsible to the Principal and is appointed by the Principal, in consultation with the Council. The Personal Assistant attends Council Meetings with the Principal and manages the Principal’s office.

Director of Community Relations

The Director of Community Relations promotes the profile of GSG within the School family and externally to the wider community through public relations, the creation of awareness and friend-raising. The Director of Community Relations is responsible for enrolments, publications and communications, website and social media, Alumni, public relations, event management, marketing, fundraising, sponsorship and capital raising, branding and signage and School archives.

Registrar

The Registrar is accountable to the Principal through the Director of Community Relations. The Registrar is responsible for the enrolment processes of GSG. The primary function of the role is the partnering of prospective and existing parents through the enrolment process to ensure the integrity of the enrolments process and to ensure that enrolments targets are met.
CURRICULUM
GSG is committed to preparing students to be successful citizens in the 21st Century. To this end, alongside literacy, numeracy and technology understandings, students develop creativity and critical thinking, intercultural understanding, personal and social capability and ethical behavior delivered through high quality teaching. Learning experiences are developed in line with the Australian Curriculum, the Western Australian Certificate of Education courses of study and the Early Years Learning Framework to cater appropriately for students at each stage of development.

GIFTED AND TALENTED
Gifted learners have particular cognitive, affective, social and academic needs. The Gifted Education Coordinator assesses these needs using data from multiple sources, including student test results and a nomination process. Based on the data, provisions are put in place to provide a developmentally appropriate programme by the Gifted Education Coordinator and class teacher, working collaboratively.

LEARNING SUPPORT
The goal of the Learning Support Team is to provide a safe, supportive environment in which students with a range of abilities and needs are actively engaged in meaningful learning experiences. GSG Learning Support staff work with parents, class teachers and students to provide equity of access to the Australian Curriculum in a dignified and engaging way by providing relevant and appropriate curriculum, as well as instructional and environmental adjustments.

PASTORAL CARE
Great Southern Grammar is a Christian school offering a K-12 education informed by Christian beliefs and values. One of the key undertakings of our commitment to the school community is to encourage students, through their exposure to Christian teachings, to explore issues of faith, spirituality and values. The School community also seeks to implement the Nine Values for Australian Schooling:

- Care and Compassion
- Doing Your Best
- Fair Go
- Freedom
- Honesty and Trustworthiness
- Integrity
- Respect
- Responsibility
- Understanding, Tolerance and Inclusion

Junior School
Junior School classroom teachers are primarily responsible for the pastoral care of the students in their class and are the first port of call for students and their parents to discuss any concerns. Junior School staff aim to provide an environment that models positive behaviour, respect, compassion for others and good manners. Junior School staff meet regularly to discuss pastoral care issues and to initiate and monitor specific support programmes for individuals, groups or classes.

Middle School
A strong homeroom-based pastoral care system is the backbone of Middle School and provides students with the necessary support to grow into well-rounded, happy and secure young adults. Each student in Middle School is a member of a homeroom class in which they spend most of their academic time. Each class is headed by a homeroom teacher who takes primary responsibility for each student’s academic and social wellbeing. Each year group is supported by a Head of Year. Dedicated pastoral care periods see students spend time in their homeroom or House. This allows for a gradual transition between the traditional primary school, one-teacher model and the Senior School system, where students generally have a different teacher for each subject.

Senior School
In Senior School, the House-based pastoral care system is developed further and becomes the primary pastoral care grouping, building on students’ strong identification with their House and supporting their development into mature and increasingly independent young adults. Each student belongs to a group of students from the same House, supported by a House tutor, with students from Years Ten to Twelve in homerooms supporting each other. Student welfare is supported by your child’s Head of House, a school counsellor, nurse and an AISWA-employed psychologist.
BOARDING
GSG is a world-class school with boarding forming an important element of the School’s fabric and reputation. GSG boarding is a busy environment with a wide range of experiences and activities to enhance residential life. Boarding provides a unique opportunity to live within and contribute to the School community. Boarding has seen significant growth, with a fifth on-campus boarding house opening in 2016. One offsite boarding house, situated within a beautifully landscaped setting, completes the suite of GSG boarding houses accommodating students from Year Seven to Year Twelve.

AGRICULTURE
From 2016 the School introduces programmes in Agriculture, Viticulture and Aquaculture, reflecting the important industry base of the Great Southern region.

PROJECT BEYOND
Project Beyond is an exciting component of the Great Southern Grammar experience, providing students with cultural and enrichment programmes such as inward and outward cultural exchanges, Outward Bound, Singapore and Malaysia sporting tours, the Nichinan programme, and the Europe, Tjuntjuntjara and Cambodia Leavers’ trips. In 2015 GSG welcomed a Mandarin teacher from China who spent the year at the School as part of an innovative partnership with The University of Western Australia’s Confucius Institute. This initiative will continue to feature at GSG.

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GAP PROGRAMME
The GSG Gap Programme offers placements of up to six to twelve months to suitable overseas applicants. Work as a Gap Assistant at GSG varies dependent on the Assistant’s expertise and interests, ranging from placements in Boarding to classroom work and support to Physical Education, IT, Drama, Art, Administration and Junior School. Gap Assistants work a 35-40 hour week, demonstrating resourceful, proactive and adaptable attitudes in responding the needs of a busy school environment. Support is also provided to graduating GSG students considering a gap year at an overseas school.

YALARI PROGRAMME
Great Southern Grammar is proud to be one of only a few Yalari partner schools in Western Australia. Yalari is a not-for-profit organisation that offers quality, secondary education scholarships at leading Australian boarding schools for Indigenous children from regional, rural and remote communities. Yalari aims to nurture the whole child, giving everyone a chance to shine and lead in their own way by recognising their personal potential.
ATTRIBUTES OF THE PRINCIPAL

The Principal will be expected to provide leadership that aligns with the mission and values of Great Southern Grammar and to be a role model in promoting the Christian foundation of the school. In leading the School the Principal will be expected to demonstrate:

- Expertise in pedagogy and in the implementation of a curriculum that provides students with the opportunities to develop their potential and inspire them to seek continuous improvement.
- Leadership that combines leading from the front with the ability to establish a model of distributed leadership which develops and builds strong teams.
- The ability to inspire staff to continue their professional learning for the benefit of their students.
- The ability to empathise and communicate with staff and with students and their families.
- An understanding of the governance of an independent school and the business/financial acumen required to lead such a school.
- The ability to think strategically in planning the future development of the School with the Council.
- The capacity to work collaboratively to implement strategy and effect cultural change.
- A commitment to promoting the School through active engagement in the local GSG community and the wider Albany and Great Southern communities.

It is expected that the Principal will be:

- A leader who sets high standards in areas of scholarship, presentation and personal behaviour.
- A person of sound judgement who makes wise decisions.
- Approachable, a good listener and an effective communicator.
- A person of character whose words and actions inspire others.
- A graduate of a recognised university, preferably with post graduate qualifications, with a proven record as a teacher and experience as a senior educational leader and administrator.

RESPONSIBILITIES

The Principal will be responsible for:

- The continued development of curricular, pastoral and co-curricular programmes in accordance with the Western Australian Curriculum, the Early Years Learning Framework, and meeting the needs of the local area.
- Engaging in educational and organisational strategic planning in accordance with the Strategic Plan.
- Leading, inspiring commitment to and managing the implementation of the GSG mission.
- Developing the School as the Great Southern region’s premier educational institution.
- Exhibiting effective Christian and educational leadership of the School.
- Providing leadership to the ongoing development of a comprehensive and first rate curriculum for the School.
- Lead all staff to adhere consistently to teaching, learning, assessment and behavioural and welfare policies and commit to continuous improvement.
- Facilitate the use of quality, contemporary teaching and learning practices to maximise student outcomes.
- Encourage and foster a purposeful professional learning community that recognises and rewards student and staff achievement.
- Provide leadership and accurate advice to the Council, ensuring that all policies agreed by the Council are implemented. Establishing and maintaining effective relationships with members of the School Council and Trustees.
- Developing and continually improving open communications and relationships between School families and broader communities.
- The enrolment, pastoral care, academic progress, conduct, leadership opportunities and, where necessary, the termination of enrolment of students.
- The selection and appointment of staff, their allocation of duties, appraisal and professional development, and employment issues, including termination within policy and legal frameworks.
- Promoting public awareness of Great Southern Grammar students as young people with integrity.
- Active involvement in relevant professional bodies that promote the interests of the School.
- Oversee the operation of the School’s financial, administrative, human resources and technical systems and policies.
- Maintaining an effective, safe environment for students, staff and visitors to the School.

THE SELECTION PROCESS

Applicants should provide a comprehensive curriculum vitae with specific reference to:

- Academic and professional qualifications, including the name of institution(s) and the date of completion of qualification(s).
- Current position and areas of responsibility.
- Teaching, pastoral and administrative experience.
- Church involvement.
- Cultural, recreational and other interests.
- A list of referees, including contact details, who can attest to career achievements, character and contribution to the schools in which you have worked. Referees will only be contacted for shortlisted applicants.
The curriculum vitae should be accompanied by

- A brief statement of educational philosophy demonstrating suitability for the position.
- A detailed account of all achievements in each position held, preferably in point form, including an outline of the scope of each position, (i.e. budget, staff supervised and key reports) which focuses on challenges encountered and how they were solved.
- A response to the following statement:

  The school has embarked on an ambitious capital development programme over the past five years, as outlined on page 5. This has been achieved through a mix of cashflow, bank loans and where possible, capital grants from the Commonwealth Government and low interest loans from the State Government. In the next five years the focus will shift from rapid capital development to consolidation and professional excellence, while continuing to build upon the initiatives in place. Based on your research on the School, and should you become the next Principal, please outline the skills you would use in providing advice to the Council to guide strategic planning.

It is expected that interviews will be held in Albany in the first week of April 2016 and will include a tour of the school and of Albany.

The successful applicant will be required to be registered by the Teachers Registration Board of Western Australia (TRBWA) and to hold a Working with Children Check Card. In addition, a medical examination will be required, at the School’s expense.

**APPLICATIONS**

Applications in the form of a covering letter and resume should be forwarded by email to:

The Chair of School Council
Mrs Audrey Jackson AM
Great Southern Grammar
PO Box 1151
ALBANY WA 6331

Email: principalsappointment@gsg.wa.edu.au

When emailing your application we would be grateful if you would name your file using this format {lastname:firstname}

Applications close at 5.00pm, Friday 26 February 2016.

**Privacy Statement**

Our selection process is based on a protocol that has been successfully used by ourselves and major schools over many years, being adapted for our School and environment. All applications will be judged on their merits and the final decision of the selection committee is binding and is not open to dispute or discussion by unsuccessful applicants. Data collected during the section process will be used in compliance with the Privacy Act (1998).