



ALL SAINTS
ANGLICAN SCHOOL

SHEPPARTON, VICTORIA



APPOINTMENT OF FOUNDATION PRINCIPAL



A school of The Anglican Schools Commission (Inc.)



APPOINTMENT OF PRINCIPAL

The Anglican Schools Commission (Inc.) is seeking to appoint an outstanding educator to the position of Foundation Principal. Applications are invited from suitably qualified and experienced educators who will be responsible for building a dynamic school community at a greenfields site in the Victorian regional city of Shepparton.

The Principal will be a person of initiative and drive, who exhibits the professional and personal qualities necessary to develop the School from foundation.



The School will open in 2024 with classes from Preparatory to Year 7 and the Principal will grow the School through to Year 12.

Applications are sought from suitably qualified and experience Anglican educators.

The Foundation Principal will commence in March or April 2023. An earlier date may be possible by negotiation.

Applications close on Friday 12 August 2022 at 5.00pm AEST.





THE ANGLICAN SCHOOLS COMMISSION (INC.)

All Saints Anglican School is a school of The Anglican Schools Commission (Inc.). Established in 1985, the Anglican Schools Commission's Core Purpose is to establish, acquire and support low fee Anglican systemic schools which provide a high quality, inclusive, caring Christian education.

There are 15 Anglican Schools Commission (ASC) schools in Australia: 12 situated across Western Australia, two in Victoria and one in NSW. The combined enrolment exceeds 15,000 students. All Saints Anglican School will be the 16th ASC school when it opens in 2024.

ASC schools deliver excellence in education, stressing high achievement in traditional academic subjects, balanced by comprehensive vocational and co-curricular programs. This is underpinned by core Christian values, with Anglican identity and pastoral care at the heart of each school.

Each school is a unique community with its own individual strengths and specialist programs, but each school shares the common values of faith, excellence, justice, respect, integrity and inclusion.

The ASC is the employer of all staff in our schools. As the system headquarters, the ASC provides support to our existing schools as well as exploring opportunities to create new low-fee Anglican schools in areas of demand. We set system-wide policy and provide support in areas including finance and budgeting, employment and industrial relations, risk and compliance and capital development. The ASC also provides the curriculum and professional development for Religious Studies, assisting teachers to develop meaningful and engaging programs for students.

Further details about the Anglican Schools Commission may be obtained from the website www.ascschools.edu.au.

ALL SAINTS ANGLICAN SCHOOL

All Saints Anglican School is a school of the Anglican Schools Commission, situated on a large 16 hectare greenfields site. It will open in Term 1, 2024 at 320 Verney Road in Shepparton North.

In the first year, the co-educational day school will cater for students in Preparatory to Year 7. By the sixth year of operation (2029), the School will offer all year levels from Prep to Year 12, catering for over 1,100 students.

All Saints Anglican School will seek to provide excellence in education, stressing high academic standards, personalised pastoral care where each student is known, and a place where each student can fulfil their potential.

Our school will focus on:

- Excellence in teaching and learning;
- A holistic education, with Gospel values as the foundation;
- Individual pastoral care of students on a safe campus;
- Quality and relevant Religious Studies and Anglican worship opportunities;
- High achievement in both traditional academic subjects and vocational education offerings;
- Extensive co-curricular programs in sport, the arts and beyond;
- Nurturing of character and leadership potential through service learning programs;

- The development of high behavioural and ethical standards in students; and
- Fostering each student's potential.

All Saints Anglican School students will be given an education to prepare them to become contributing and successful members of the community and potential future leaders of that community. The School will aim to nurture in each student self-responsibility and initiative, a commitment to being the best they can be, with a sensitivity to and care for the needs of others.

Teachers will stimulate in students intellectual curiosity, the capacity to tackle and solve problems, think creatively and logically, and the ability to work with others. Students will receive a Christian education in the Anglican tradition and be encouraged to use it as a basis for living. The School will expect students to show the highest possible standards of courtesy, dress and behaviour.

The ASC has appointed the well-known Victorian firm Vincent Chrisp Architects (VCA) to develop the School's Master Plan and Stage One. Staff at VCA's Shepparton office are working with the Melbourne head office on this project and will be on hand through the construction of Stage One to completion prior to opening in 2024.

Enrolments are now open.





GOVERNANCE

The Anglican Schools Commission (Inc.) is the incorporated body that owns the School. The All Saints Anglican School Council, however, will have appropriate delegation of authority by the ASC for local governance of the School. This will be achieved through a School Charter established by the ASC. School Council delegates the day-to-day operational management of the School to the Principal.

The School Council will be appointed by the ASC as well as an appointment by the Bishop of Wangaratta. Most members will come from the local area.

The Principal is an ex-officio member of the School Council and attends all meetings of the School Council and its sub-committees.

MANAGEMENT AND LEADERSHIP

The Principal is responsible for implementing the vision and governing policies of the ASC and School Council and for the day-to-day management of the School. Principals meet regularly with the ASC Chief Executive Officer and senior staff for leadership and policy matters, professional learning and support, and collegial networking.

The School will seek membership of Independent Schools Victoria (ISV) and Anglican Schools Australia (ASA). It is anticipated that the Principal will be eligible for membership of the Association of Heads of Independent Schools of Australia (AHISA) at the appropriate time.

STRUCTURE

The School will cater for all year levels from Preparatory to Year 12 by 2029.

In 2024, classes will be offered from Preparatory to Year 7.

The School will grow as follows:

- 2024 Preparatory to Year 7
- 2025 Preparatory to Year 8
- 2026 Preparatory to Year 9
- 2027 Preparatory to Year 10
- 2028 Preparatory to Year 11
- 2029 Preparatory to Year 12

LOCATION AND FACILITIES

All Saints Anglican School will be located on 16 hectares of land at 320 Verney Road, Shepparton North, six kilometres from the Shepparton city centre.

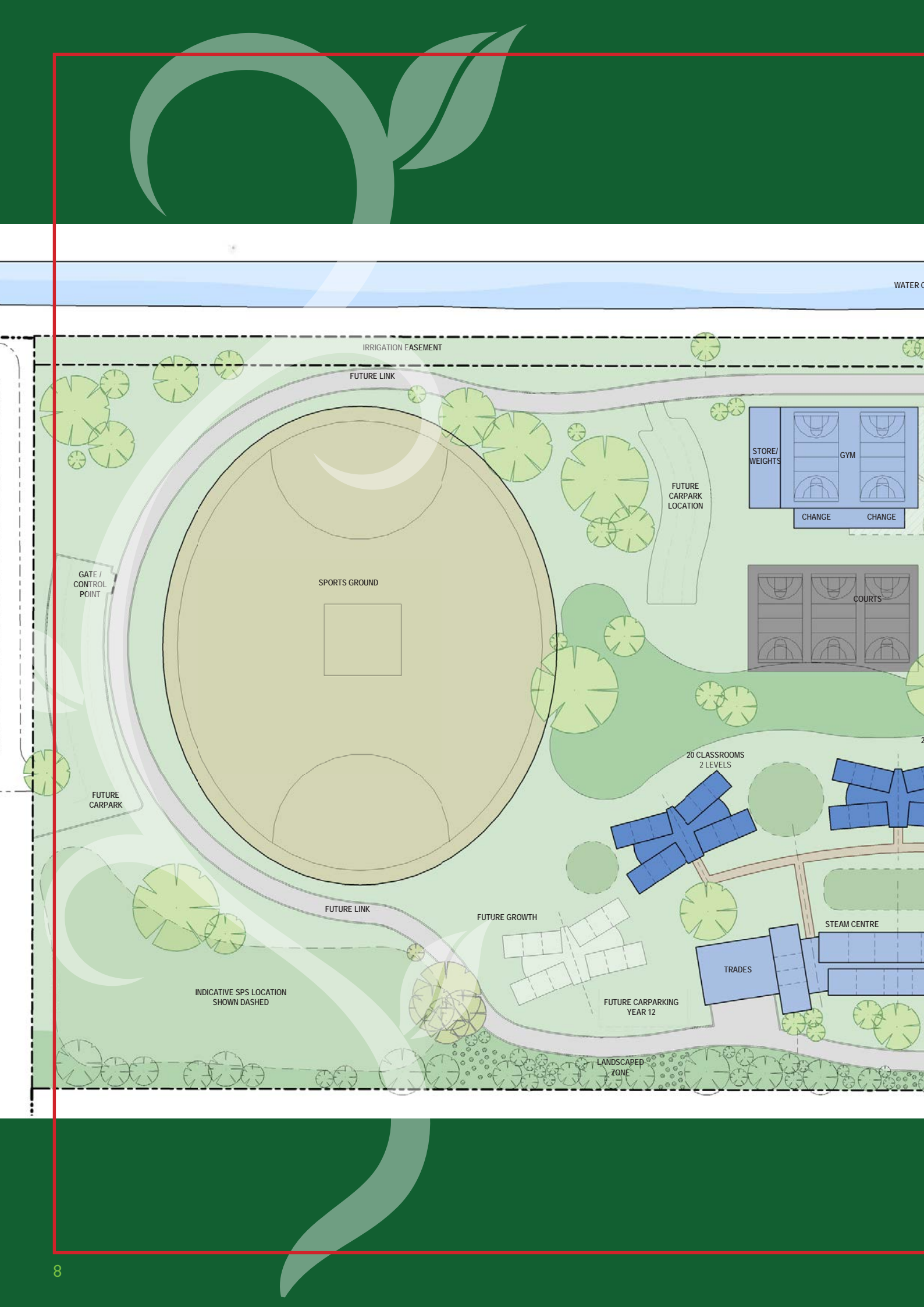
The development of outstanding teaching and learning facilities will be a key component of Stage One and will include state of the art primary and junior secondary school buildings, specialist classes for Music and Art, and a STEAM centre housing Design and Technology, Science and Hospitality facilities.

Stage One will also include a hockey/ soccer field and sports courts, a canteen and covered area.

All Saints Anglican School is committed to establishing other outstanding sporting facilities on site. In time, these facilities will include a full AFL/cricket oval with a 400 metre athletics track and a gymnasium.

In due course, a Chapel and Performing Arts Centre will also form part of the School's facilities.





WATER

IRRIGATION EASEMENT

FUTURE LINK

SPORTS GROUND

GATE /
CONTROL
POINT

FUTURE
CARPARK
LOCATION

STORE/
WEIGHTS

GYM

CHANGE

CHANGE

COURTS

FUTURE
CARPARK

20 CLASSROOMS
2 LEVELS

FUTURE LINK

FUTURE GROWTH

FUTURE CARPARKING
YEAR 12

STEAM CENTRE

TRADES

INDICATIVE SPS LOCATION
SHOWN DASHED

LANDSCAPED
ZONE

SITE MASTERPLAN





ANGLICAN IDENTITY

All Saints Anglican School will be a school grounded in the Anglican tradition. The Principal is required to demonstrate spiritual leadership to the community and to take a leading role in the nurturing, modelling and development of the School's Anglican Identity.

The School will have a strong relationship with the Anglican Diocese of Wangaratta.

The Religious Studies curriculum from Prep to Year 12 in all ASC schools is provided by the ASC. Religious Studies at the School will promote spiritual and personal growth through an understanding of ethics and a knowledge of other faiths. Chapel services enable students, staff and families to gather as a community to celebrate life and worship together. In time, the School will have a dedicated Chapel on site.

The Principal will be a communicant member of the Anglican Church of Australia as defined in the School's Charter, and is required to take a leadership role in fostering and developing this community.



PURPOSE

As centres of excellence in teaching and learning, pastoral care, worship, and service, the schools of the Anglican Schools Commission are distinctively Christian communities, fulfilling the Gospel imperative to teach the faith and nurture the young.

The School aims to focus on the needs of the whole person – intellectual, aesthetic, moral, spiritual, emotional, physical and social. These are incorporated in the School's curricular and co-curricular programs.

VALUES

All Saints Anglican School will have a strong culture which values personal integrity and growth, service to the community and academic achievement.

The School will aspire to uphold the core values of faith, excellence, justice, respect, integrity and inclusion.

MOTTO

Equipped to Serve

The school's motto, 'Equipped to Serve' is derived from the Bible; the New Testament letter to the Ephesians 4:11-12:

*"Christ has gifted some to be apostles, others to be prophets, others to be evangelists, and still others to be pastors and teachers, to **equip the saints for works of service**, so that the body of Christ may grow strong."*





TEACHING AND LEARNING

All ASC schools are committed to ensuring that students and staff interact in an atmosphere of mutual respect and trust; one that is enjoyable, challenging and stimulating, where students accept personal responsibility for their learning and behaviour. The School will aim to create an environment in which each student can reach their potential, both academically and personally.

All Saints Anglican School has an open and inclusive enrolment policy and will cater for students with varying abilities. Students of all faiths and none will be welcome at All Saints Anglican School.

The School will meet all requirements of the Victorian Curriculum and Assessment Authority and offer a comprehensive range of subjects to students.

The curriculum will follow a developmental sequence from Preparatory through the Junior School and into the Secondary School. In Years 11 and 12, students will be able to study a comprehensive range of tertiary entrance subjects. They will also have a choice of vocational courses. Both Victorian Certificate of Education (VCE) and vocational courses will focus on students' individual needs and abilities. With highly qualified and dedicated teachers and outstanding modern teaching and learning

facilities, the students will be encouraged to learn and grow as confident individuals.

In the Junior School we will aim to establish positive learning environments that meet the individual needs of students. Literacy and numeracy will be high priority learning areas. The integration of Science, Technology, Engineering, the Arts and Mathematics (STEAM) will be essential to learning in the Junior School. The Junior School will also offer a range of specialist programs including Art, Languages, Music and Physical Education.

In Years 7 and 8, the students will be immersed in an academic program tailored to their learning needs and focused on the fundamental capabilities of each subject area. They will also participate in Art, Design and Technology, Hospitality, Languages and Music classes. As the students' progress through the Secondary School, the focus will be to ensure that all students are prepared for their final years of schooling, VCE and beyond.

Religious Studies is an academic subject in ASC schools and is taught at all year levels. Students will be provided with an engaging and intellectually rigorous program where they feel confident to think, question, challenge, investigate and reflect as they shape their personal beliefs and values.

CO-CURRICULAR PROGRAM AND OUTDOOR EDUCATION

All Saints Anglican School aims to develop an extensive, diverse and challenging co-curricular program across Sports and the Arts.

Programs will be structured to meet the needs of students, and to capitalise on the expertise of staff and parents as well as using the local environment. The School will field teams in local sporting competitions and also run inter-house carnivals in Athletics, Cross Country and Swimming.

The Arts will be an important focus area for the School. There will be instrumental and choral

groups which will perform locally and at School functions and events. The School will offer instrumental music lessons through peripatetic tutors. Drama, Public Speaking and Debating will be promoted.

Outdoor Education experiences will be offered at appropriate year levels to allow each student to venture slightly beyond their journey, arriving at a more clearly understood self. Developmentally sequential programs will be operated by School staff and external providers.

PASTORAL CARE

Communities that care for each other and treat people with dignity and respect are the hallmark of Anglican schools.

All Saints Anglican School will develop a strong pastoral care program, with opportunities for individual support and guidance.

The responsibility for pastoral care will lie with every member of staff. A pastoral care teacher or tutor will seek to ensure that each young person in their care is known, experiencing a sense of belonging and acceptance.

A House system will be established which forms the basis of sporting and cultural competition,

pastoral care and administration. All students will be allocated to a House, and members of the one family usually will be placed in the same House.

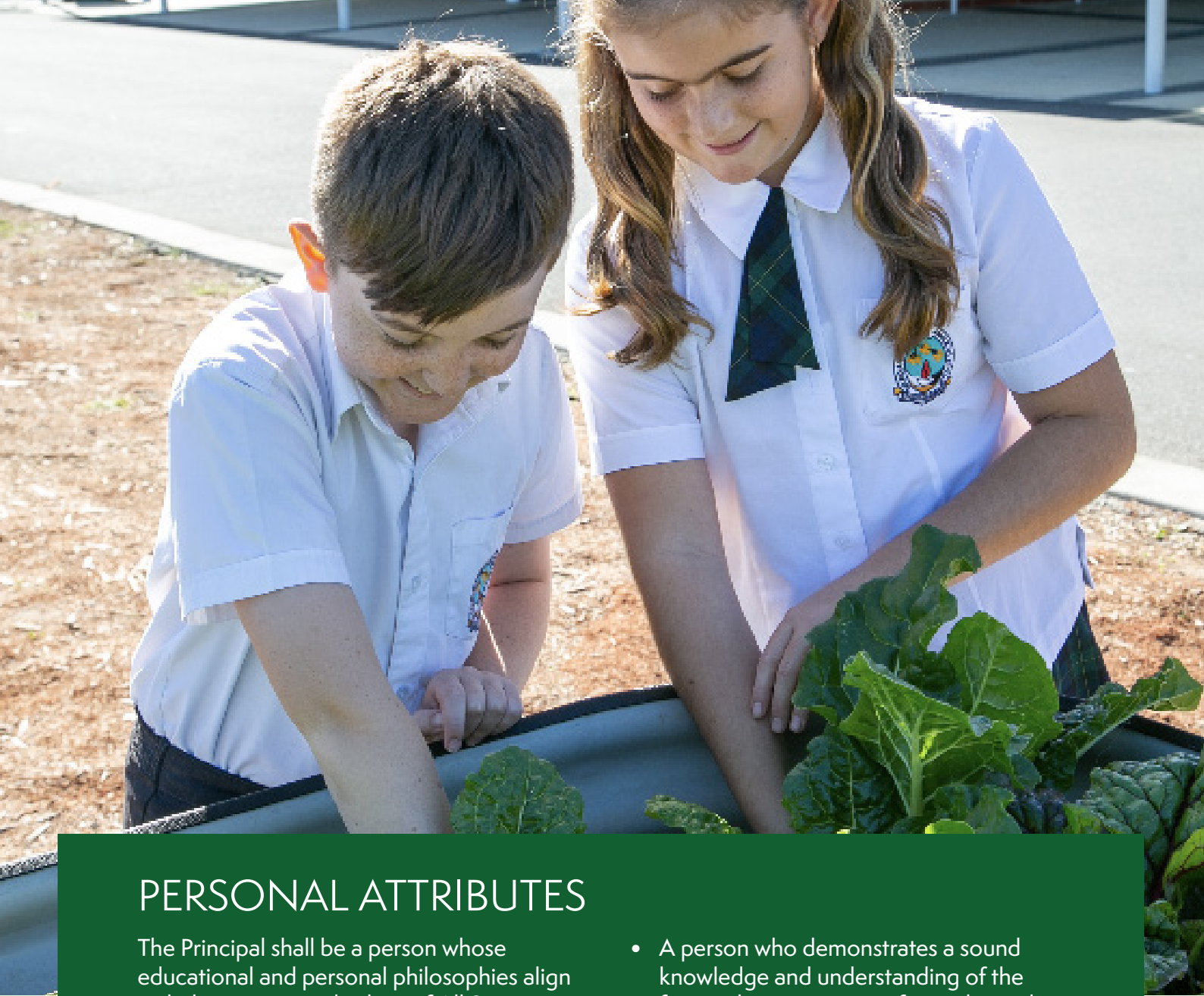
Chaplaincy services are an integral part of pastoral care in Anglican schools. A School Chaplain will lead this important work. Regular opportunities for worship will enable students, staff and families to gather as a community to celebrate life in all its fullness. Religious Studies and chapel services are a part of the School's core curriculum for all students.

In time, the School will have a dedicated Chapel built on site.

SERVICE LEARNING

'Equipped to Serve' is the motto of All Saints Anglican School. Service will be central to our identity as a school community. Students will be encouraged to participate in a wide range of Service Learning programs. These programs will be designed to help students serve the

local community and beyond, while growing in character. One such opportunity is the ASC's partnership with All Saints Anglican School in Apia, Samoa. Staff and students will have an option of visiting Samoa as part of the Service Learning program.



PERSONAL ATTRIBUTES

The Principal shall be a person whose educational and personal philosophies align with the mission and values of All Saints Anglican School and The Anglican Schools Commission and who is:

- A communicant member of the Anglican Church of Australia;
- A graduate of a recognised University, preferably with post graduate qualifications, with a proven record as a teacher and in a senior educational position.
- A proven leader with a sound track record in contemporary educational theory and practice;
- A leader who promotes school-wide excellence in teaching, learning and wellbeing;
- A person of initiative, able to attract enrolments and retain in line with the School's projected pattern of growth;
- A mentor who attracts, retains and develops high quality staff;
- A person who demonstrates a sound knowledge and understanding of the financial management of an independent school;
- A collaborative team builder who delegates effectively while holding self and staff accountable;
- A person who can model and oversee the delivery of quality pastoral care;
- A person of integrity who demonstrates sound judgement, who can think strategically and make wise decisions;
- Approachable, empathetic, a good listener and an effective communicator;
- Capable of building strong relationships within the school community and beyond; and
- Able to demonstrate the ability to balance personal and professional life in a demanding position.

KEY RESPONSIBILITIES

The Principal is responsible to the Anglican Schools Commission through the School Council for implementing the strategic direction of the School and its day-to-day operations.

The Principal works closely with the Chief Executive Officer of the Anglican Schools Commission.

The Principal works with the School Council collaboratively to develop the Strategic Plan and is responsible for its implementation.

The main areas of responsibility of the Foundation Principal include, but are not limited to:

- Undertaking all tasks to ensure the School is ready to open in January 2024;
- The educational leadership of the School;
- Establishing the School's Anglican Identity;
- Setting the tone of the School by upholding the Vision and Core Values of the Anglican Schools Commission and the School;
- Attraction and retention of student enrolments, growing the School to achieve financial sustainability;
- Open and regular communication between the School, families, and the broader community;
- Foster partnerships with the Greater Shepparton community and beyond;
- Promoting positive, meaningful and supportive relationships between members of the School community;
- Establishing strong links with the other ASC schools, especially Cathedral College Wangaratta, Cobram Anglican Grammar School and Trinity Anglican College Albury-Wodonga;
- Strategic marketing and managing the School's relations with the media and community;
- Protecting and developing the School's reputation;
- Establishing School traditions;
- Active involvement in relevant professional bodies that promote the interests of the School.
- Accountability to the ASC and School Council for meeting legislative and compliance standards;
- Working with the School Council to manage risk and maintain the School risk register; and
- Internal management of the School, including:
 - » Appointment and dismissal of staff;
 - » Allocation of staff duties;
 - » Appraisal and professional development of staff;
 - » Employment and Industrial relations in accordance with the ASC's Enterprise Agreements and other policies;
 - » Provision of pastoral care to students and staff;
 - » Arrangement and direction of the educational program, including curricular and co-curricular activities;
 - » Enrolment and termination of enrolment of students;
 - » Achieving high standards of student behaviour;
 - » Supervision of all school activities;
 - » Implementing compliance with all ASC and School-based policies;
 - » Maintenance of a safe and secure working environment for all staff, students and visitors to the School, and protecting all physical assets; and
 - » The sound financial management of the School, in accordance with approved Budgets and Ten Year Business Plans.



TERMS AND CONDITIONS OF APPOINTMENT

The Principal will be appointed to commence in March or April 2023. An earlier date may be possible by negotiation.

The ASC is the employer of all staff. The Principal will be employed under the ASC's Principal Employment Agreement.

The initial term of appointment will be five years. Further terms may be offered, subject to performance appraisal, in accordance with the ASC Policy for Principals' Appraisal.

The remuneration package will be both attractive and competitive, informed by the ASC

Remuneration Policy.

The School will open in 2024 with classes from Preparatory to Year 7 and the Principal will grow the School through to Year 12.

Applications are sought from suitably qualified and experience Anglican educators.

The Foundation Principal will commence in March or April 2023. An earlier date may be possible by negotiation.

Applications close on Friday 12 August 2022 at 5.00pm AEST.

APPLICATIONS

Applicants for the position of Foundation Principal of All Saints Anglican School should include the following information in their applications:

1. Curriculum Vitae including:

- » Full name, address, contact telephone number(s) and email address;
- » Professional history including dates, responsibilities and achievements;
- » Academic and professional qualifications and publications;
- » Church membership and activities;
- » Cultural and recreational interests; and
- » Professional memberships.

2. Candidate Statement and Educational Philosophy

A statement (maximum five pages) outlining your interest in the role, the contribution you believe you can make to All Saints Anglican School as Foundation Principal, a reflection on your experiences to date that ground this belief and an overview of your educational and leadership philosophies.

3. Eligibility to work

Please include a statement confirming nationality and citizenship or confirmation of right to work in Australia.

Evidence of the following will be required from the preferred candidate:

- Registration with the Victorian Institute of Teaching (VIT) or eligibility for VIT registration; and
- A valid Working with Children approval for Victoria.
- A separate National Police Clearance.

4. Referees

The names and contact details of at least four referees (including current employer) who may be approached in confidence about the applicant, one of whom should be the applicant's parish priest, school chaplain or similar. Referees will not be contacted without prior consultation with the candidate.

5. Potential date of commencement

An indication of when you would be available to start the role should be included in your application.

Applications close at 5.00pm (AEST)
on Friday 12 August 2022.

Applications, marked PRIVATE AND
CONFIDENTIAL, should be addressed to:

The Revd Peter Laurence OAM
Chief Executive Officer
The Anglican Schools Commission (Inc.)
By email: ceo@ascschools.edu.au

All applications will be treated in the strictest
confidence. The ASC reserves the right to fill the
position by invitation or to re-advertise the position,
or to alter the terms and conditions set out in this
and any associated documents at any time prior
to an appointment.

Prior to the closing date for applications,
confidential enquiries may be directed to the ASC
Chief Executive Officer, The Revd Peter Laurence
OAM by email to ceo@ascschools.edu.au

PRIVACY STATEMENT

In applying for this position, you will be providing the
ASC with personal information. The ASC is committed
to ensuring that the privacy of applicants is respected.
The ASC will retain all written information in accordance
with our Privacy Policy, including information gained
from interviews and referees and as a result of any other
enquiries made. This information will be kept temporarily
and will only be used for the selection process.



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ANGLICAN SCHOOL

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ASC Head Office
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