



Est. 2003

GEORGIANA MOLLOY ANGLICAN SCHOOL

BUSSELTON
WESTERN AUSTRALIA



APPOINTMENT OF PRINCIPAL

A school of The Anglican Schools Commission (Inc.)



APPOINTMENT OF PRINCIPAL

The Anglican Schools Commission (Inc.) is seeking to appoint an outstanding educational leader to the position of Principal. Applications are invited from suitably qualified and experienced educators who will be responsible for leading a dynamic school community situated in the South West regional city of Busselton.

The Principal will be a person of initiative and drive, who exhibits the professional and personal qualities necessary for the leadership, management, success and reputation of Georgiana Molloy Anglican School (GMAS).

It is anticipated that the successful candidate will commence in January 2024.

Applications close Monday 29 May 2023, 4.00pm (AWST).



THE ANGLICAN SCHOOLS COMMISSION (INC)

Georgiana Molloy 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 15,800 students. All Saints Anglican School, in Shepparton, Victoria, 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.

While each school is a unique community with its own individual strengths and specialist programs, all schools share the ASC 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 while exploring opportunities to create new low-fee Anglican schools in areas of demand. The ASC set system-wide policies 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 their website www.ascschools.edu.au.

GEORGIANA MOLLOY ANGLICAN SCHOOL

As a school that values the unique potential of each student under our care, we believe in offering a supportive, caring learning environment and a diverse curriculum that inspires each individual to follow their passion.

Georgiana Molloy Anglican School opened in 2003 on an impressive 15.2 hectare campus.

The School has seen enormous growth since its humble Foundation Day (February 2003) of 128 students. Georgiana Molloy Anglican School now has four sub-schools operating from the campus - Early Childhood (Little Georgies to Year 2), Junior School (Years 3 to 6), Middle School (Years 7 to 9) and Senior School (Years 10 to 12).

The large campus boasts some of the best educational facilities in the South West region with a Multi Purpose Activity Centre (MAC), purpose built Early Learning Centre and Specialist Teaching Spaces.

Busselton is 250km, a little over two hours drive, south of Perth. It is an economically and socially vibrant, fast growing regional centre set alongside tranquil Geographe Bay to the north, the Indian Ocean surf beaches to the west, and the famous Margaret River Wine Region and Karri Forests to the south. www.busselton.wa.gov.au/discover/tourism.

Georgiana Molloy Anglican School currently has approximately 1200 students from Kindergarten to Year 12 enrolled for its 20th year of operation.

Georgiana Molloy Anglican School is destined for a strong future, with continuing staff employment interest and student enrolment applications for places well into the future. Georgiana Molloy Anglican School is on the path to becoming 'The School of Choice' in south west Western Australia.





GOVERNANCE

The Anglican Schools Commission (Inc.) is the incorporated body that owns the School.

A School Council sets the strategic direction of the School and is responsible for the overall development and management.

The Principal is responsible for the operations of the School and reports regularly to School Council and the Anglican Schools Commission.

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

School Council Members:

Chair:	John Williams
Deputy Chair:	Michael Brown (Chair: Attraction and Retention)
Treasurer:	Marilyn Royer (Chair: Finance)
Members:	Andrew Gibson (Chair: Buildings and Grounds)
	Karen Johnson
	Roger Marriott
	Jacqui Warner
	Vanessa Wilmott

Visitor:	
Bunbury Diocese	The Right Reverend Dr Ian Coutts

MANAGEMENT AND LEADERSHIP

The Principal is responsible for implementing the vision, 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.

Each of the Anglican Schools Commission Schools within Western Australia operates under the Anglican Schools Commission Enterprise Agreement.

The School is a member of the Association of Independent Schools of Western Australia (AISWA), the Western Australian Anglican Schools Association (WAASA) and the Anglican Schools Australia (ASA).





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As a school of the Anglican Schools Commission, GMAS, whose values come from the teachings of the gospel and translate faith into action, is open to all.



ANGLICAN IDENTITY

We aim to develop respect and empathy in our relationships across the school community. Students are encouraged to appreciate others and themselves. This involves developing curiosity, provoking questions, and providing opportunities for acts of service within the School, locally and further afield. The School has a chaplain who leads worship for the school and who is an integral part of the pastoral team.

VALUES

As a proudly progressive Anglican school, the following values guide all that we do.



INCLUSION

We value diversity by fostering safe spaces and genuine opportunities to find meaningful relationships and belonging.



RESPECT

We are true to ourselves, others and the environment and compassionate in our actions.



ACCOMPLISHMENT

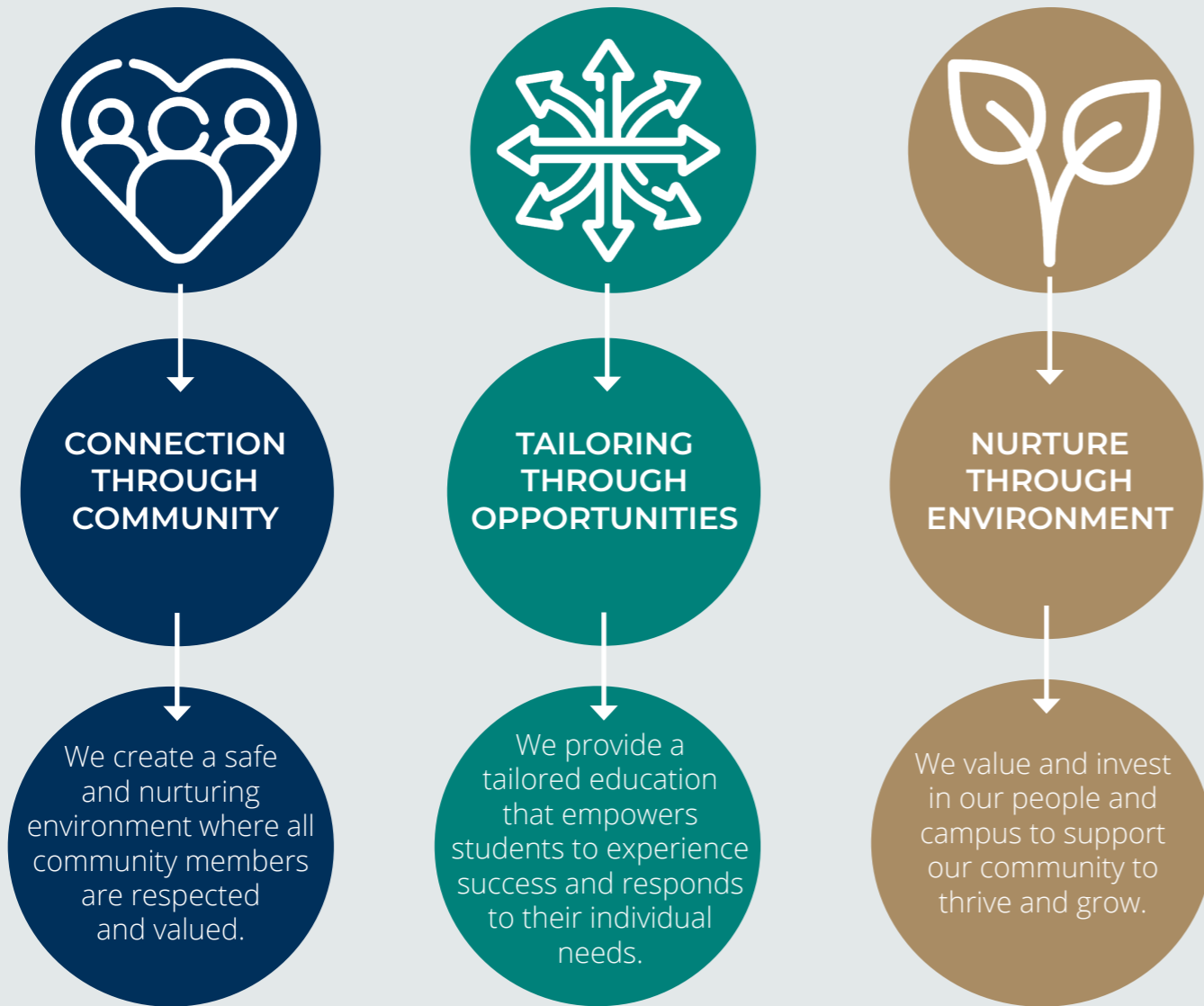
We encourage and cultivate each of us to experience success in our own ways.



SPIRITUALITY

We nurture spiritual growth and holistic wellbeing as we embrace kindness, compassion, connection and purpose, through service to others.

GMAS STRATEGIC INTENT



SERVICE LEARNING

'Rejoice in Service' is the School motto. Community service is a key component of the GMAS ethos. Students from all quarters of the school become involved in events to support the local and wider community in many ways.



VISION

As a school of the Anglican Schools Commission we provide excellence in education, nurture fulfilment and empower success

MOTTO

Rejoice in service

PURPOSE

Providing opportunities now... benefits for life



TEACHING AND LEARNING

All Anglican Schools Commission (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 aims to create an environment in which each student can reach their potential, both academically and personally.

Georgiana Molloy Anglican School has an open and inclusive enrolment policy and will cater for students with varying abilities. Students of all faiths and none are welcome.

The School meets all requirements of the Western Australian School Curriculum and Standards Authority, and offers a comprehensive range of subjects to students in accordance with the Western Australian Curriculum Framework. The curriculum follows a developmental sequence from Early Childhood through to Junior School, and into the Secondary School. Enrichment programs (extension and support) cater for individual needs ensuring that all students are nurtured to be the best they can be.

In the Primary School (3-Year-old program to Year 6) GMAS aims to establish positive learning environments that meet the individual needs of students. Literacy and numeracy are high priority

learning areas. Science, Technology, Engineering, the Arts and Mathematics (STEAM) is essential to learning in the Primary School. The Primary School also offers a range of specialist programs including Art, Japanese, Music and Physical Education.

The Middle School (Years 7 to 9) curriculum is deliberately broad and diverse. Year 7 and 8 students study compulsory courses for the full year and elective courses, which are studied on a rotation basis, allowing students the opportunity to have a wide variety of experiences. Students in Year 9 study a mix of core and elective courses to stimulate their interests and desired pathways.

In Secondary School (Years 10 to 12), students are able to study a comprehensive range of tertiary entrance subjects and have a choice of vocational courses. With highly qualified and dedicated teachers, outstanding modern teaching and learning facilities, the students are encouraged to learn and grow as confident individuals.

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

Georgiana Molloy Anglican School have over 50 different co-curricular activities on offer, thoughtfully selected to allow our students to pursue their interests and passions. These activities include sports, outdoor education, after school clubs, music and the arts, plus after school tutoring.

Students from Pre-primary to Year 12 are able to participate in the co-curricular program, with activities held before and after school and on weekends.

Outdoor Education experiences are offered at appropriate year levels to allow each student to challenge and grow their abilities.



PASTORAL CARE

Communities that care for each other and treat people with dignity and respect are the hallmark of Anglican schools. Georgiana Molloy Anglican School has developed a strong pastoral care program, with opportunities for individual support and guidance.

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

Chaplaincy services are an integral part of pastoral care in Anglican schools. A School Chaplain leads this important work. Regular opportunities for worship enables 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.

The Georgiana Molloy Anglican School House system promotes positivity, self-identity, belonging, integrity and pride amongst all students.

The School is divided into 6 Houses, all named after coastal bays in the Busselton and the South West region: Bunker (red), Eagle (green), Flinders (light blue), Geographe (yellow), Hamelin (purple) and Meelup (dark blue).

Houses engage in a variety of activities and competitions which promote breadth of interest, valuing individual differences, developing students' communication skills and an awareness of others.





PERSONAL ATTRIBUTES

The Principal shall be a person whose educational and personal philosophies align with the mission and values of Georgiana Molloy Anglican School and the Anglican Schools Commission and generally:

- A practicing Christian and communicant member of the Anglican Church of Australia;
- A graduate of a recognised University, preferably with post graduate qualifications;
- A person who promotes school-wide excellence in teaching, learning and well-being;
- An inspiring leader who can lead change and grow the School;
- 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;
- A proven leader with a sound track record in contemporary educational theory and practice;
- Capable of building strong relationships within the School community and beyond;
- A mentor who attracts, retains and develops high quality staff;
- A collaborative team builder who delegates effectively while holding self and staff accountable;
- Demonstrates an awareness of the complexity of leading and managing an independent school;
- A lifelong learner with a growth mindset who has a willingness to learn, un-learn and re-learn;
- A driver of change; and
- An innovator.

KEY RESPONSIBILITIES

The Principal is responsible to the Anglican Schools Commission through the School Council (as delegated through the School Charter) for the strategic direction and operation of the School.

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 Principal include, but are not limited to:

- Christian and educational leadership of the School;
- Setting the tone of the School by upholding the Core Values of the Anglican Schools Commission and the School;
- Open and regular communication between the School, families, alumni and the broader community;
- Promoting positive, meaningful and supportive relationships between members of the School community;
- Protecting and enhancing the School's reputation;
- Active involvement in relevant professional bodies that promote the interests of the School;

- Attraction and retention of student enrolments;
- Accountable for meeting legislative and compliance standards;
- Work with the School Council to manage risk and maintain the School risk register;
- Internal management of the School, including:
 - Day to day operations of the School
 - Appointment and dismissal of staff
 - Appraisal and professional development of staff
 - Enrolment and termination of students
 - Maintenance of a safe and secure working environment for all staff, students and visitors to the School
 - Sound financial management of the School

Areas of responsibility specific to the School and the time are:

- Defining and establishing a new niche/s for the school in the local area; and
- Developing the resources and culture of the school to satisfy the new niche/s.

At 20 years the School finds itself with big opportunities for transformation, and decisions about that transformation needs to be made. The appointed Principal, in collaboration with the Council, will be making these decisions and effecting this transformation.

TERMS AND CONDITIONS OF APPOINTMENT

The Principal will be appointed from January 2024.

The Anglican Schools Commission (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.

Applications are sought from suitably qualified and experienced education leaders.

Applications close on Monday 29 May 2023, 4.00pm (AWST).

Interviews will be conducted in Busselton on Friday 16 June 2023



APPLICATIONS

Applicants for the position of Principal of Georgiana Molloy 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 Georgiana Molloy Anglican School as 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 Teacher Registration Board of Western Australia or eligibility for TRBWA registration; and
- A valid Working with Children approval for Western Australia.
- A separate Nationally Coordinated Criminal History Check

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, marked PRIVATE AND CONFIDENTIAL, should be addressed to:

Mrs Andrea Shephard
Human Resources Officer
Georgiana Molloy Anglican School
PO Box 920, Busselton, WA, 6280

By email: ash@gmas.wa.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 Georgiana Molloy Anglican Schools Chair of Council, Mr John Williams, by email to chair@gmas.wa.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.



2KM to Busselton



BUSSELTON CAMPUS



2.5 Hours to Perth City







Est. 2003

Opportunities now...benefits for life

2 Hawker Approach, Busselton WA 6280

PO BOX 920, Busselton WA 6280

 (08) 9752 5252  enquiries@gmas.wa.edu.au

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