

GEORGIANA MOLLOY ANGLICAN SCHOOL

APPOINTMENT OF THE

Director of Teaching and Learning



CANDIDATE INFORMATION PACK

PART OF  AngliSchools

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WELCOME



It is with great enthusiasm that we commence the search for our inaugural Director of Teaching and Learning at Georgiana Molloy Anglican School (GMAS).

Georgiana Molloy Anglican School is a vibrant and flourishing educational community in the heart of Busselton, Western Australia. We believe that exceptional education extends far beyond the classroom. Our holistic approach ensures students experience academic excellence, rich co-curricular opportunities, meaningful service and a strong sense of belonging.

At GMAS, we are committed to nurturing confident, compassionate and capable young people who are prepared to make a positive contribution to their communities and the wider world. We encourage our students to discover their passions, develop their talents and cultivate a lifelong love of learning. Through personalised support and meaningful relationships, we strive to ensure every student feels known, valued and empowered to achieve their personal best.

Our School proudly serves families from Busselton and the broader South West region. We aspire to be the school of choice in this remarkable part of Western Australia, offering an inclusive and welcoming environment where students from diverse backgrounds come together to learn, grow and thrive.

The appointment of the Director of Teaching and Learning represents an exciting and significant opportunity for our School. Working in close partnership with the Principal and Senior Leadership Team, this role will provide strategic leadership across all aspects of teaching and learning, driving innovation, excellence and continuous improvement throughout the School.

Importantly, this leader will foster a culture of high performance, professional growth and collaboration, building leadership capacity across the School and inspiring excellence in teaching practice. Through strong relationships and a commitment to our Anglican ethos and values, the Director of Teaching and Learning will contribute significantly to the holistic development and wellbeing of every learner.

We are seeking an outstanding educational leader who aligns with our values, culture and purpose and who will bring energy, expertise and vision to our Senior Leadership Team. This is a unique opportunity to shape the future direction of teaching and learning at GMAS and make a lasting impact on our students, staff and community.

I invite you to explore this Candidate Information Pack to learn more about our School, our values and this exciting leadership opportunity. If you believe you are the right person to join our community and lead this important portfolio, I encourage you to submit your application.

The Director of Teaching and Learning will lead the development and implementation of a contemporary, evidence-informed educational vision that promotes academic excellence, inclusion and student success.

The role will oversee curriculum, pedagogy, assessment, reporting and student pathways from the Early Years through to WACE and Vocational Education and Training (VET), ensuring alignment with the School's Strategic Plan, the AngliSchools Vision for Learning and all relevant regulatory requirements.

We look forward to welcoming our new Director of Teaching and Learning to Georgiana Molloy Anglican School in January 2027.

Mr Brad Evans - **Principal**

ANGLISCHOOLS

The Anglican Schools Commission Inc. was established in 1985.

From January 2025 we embraced a new name, AngliSchools. This change was a natural evolution of 40 years of service and success. With the opening of St Mark's Anglican Community School in 1986 in Perth's northern beachside suburb of Hillarys, there are now more almost 18,000 students attending 12 of our schools in Western Australia, three of our schools in Victoria, and our New South Wales school. With more than 2500 teaching and support staff, AngliSchools is one of the larger non-government schooling systems in Australia.

Each school has its own Constitution and is guided by its own School Council drawn from Church, parent and community sources. The Principal is the Chief Executive of the school and the Business Manager is Secretary to the School Council. The Council has responsibility for overseeing the operations of the school; monitoring its progress and development; planning its capital development in association with and approval by AngliSchools; raising funds and authorising their application; and operating the school within a budget approved annually by AngliSchools.



VISION FOR LEARNING

Our **Vision for Learning** creates learning experiences which engage hearts, minds and spirits, to empower learners for lives of meaning and purpose.

This vision was designed to help all AngliSchools students become lifelong learners, confident and creative individuals, and active and informed citizens. We value the love of learning and embrace the challenge of excellence, whilst empowering students to live a purposeful life with a strong sense of connectedness to community.



TEACHING AND LEARNING

We are a restorative based school, with a significant focus on relationship building with our students. This leads to teaching and learning programs with the student as a focus.

This begins in the Early Learning years. The focus is on play-based, enquiry-led learning where children build confidence, curiosity and social skills, in conjunction with programs such as Sounds Write and Bond Blocks, in a supportive environment.

In the Junior School, teaching builds strong foundations in literacy and numeracy while encouraging creativity, critical thinking and collaboration. Students are guided to become independent learners, with a balanced program that includes the arts, physical education and wellbeing.

In the Secondary School, learning becomes more specialised while still supporting individual growth. Students are encouraged to take responsibility for their learning, develop their study habits and explore their interests across a broad curriculum. Year 11 and 12 Pathways are flexible, allowing students to pursue university entrance or vocational options through a mix of academic and applied courses. This includes a range of ATAR, General and VET courses, as well as Curtin Uni Ready. This ensures students can follow a direction that suits their strengths, interests and future goals.

The Director of Teaching and Learning will work closely with the Head of Primary, Head of Secondary, Head Learner Access, Head of Operations, relevant Heads of Department (English, Mathematics, HASS, Science, Technologies, The Arts, Health and Physical Education, as well as the VET and Digital Literacy Coordinators) and Assistant Head of Primary (Teaching and Learning), to deliver evidence based academic programs.

ABOUT GEORGIANA MOLLOY ANGLICAN SCHOOL

Georgiana Molloy Anglican School is a thriving Anglican co-educational school located in the heart of the South West region of Western Australia. Established in 2003, the School has grown from modest beginnings to become a leading independent school serving families from Busselton and across the South West. In 2027 we are expecting approximately 730 students in our Primary School and 800 in our Secondary School.

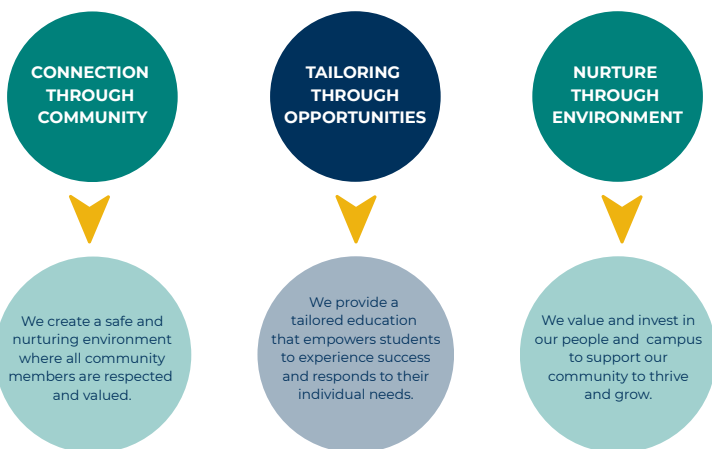
Situated on a picturesque 15 hectare campus on Wadandi Noongar Boodja, the School provides an outstanding educational environment where students from Little Georgies (pre-kindy) through to Year 12 are known, valued and encouraged to flourish. Our purpose - Opportunities now... benefits for life, underpins everything we do and reflects our commitment to preparing young people for meaningful and successful lives.

As part of AngliSchools, our vision is to provide excellence in education, nurture fulfilment and empower success. We seek to develop confident, compassionate and capable young people who are equipped to contribute positively to their communities and the world around them.

Our Anglican identity and the School motto, Rejoice in Service, are central to our culture and guide our approach to education and community life. Our values of Faith, Excellence, Respect and Inclusion shape the experiences of our students and staff each day.

At GMAS, student wellbeing, belonging and connection are fundamental to learning. Through strong restorative pastoral care, exceptional teaching staff and a commitment to holistic education, students are supported academically, socially, emotionally, physically and spiritually.

STRATEGIC INTENT



OUR **PURPOSE**

Opportunities now... benefits for life.

OUR **VISION**

As a part of AngliSchools, Georgiana Molloy Anglican School provides excellence in education, nurtures fulfilment and empowers success.

OUR **VALUES**



FAITH - Living our Anglican Identity and teaching Gospel values



INCLUSION - Promoting diversity, celebrating difference, welcoming all



RESPECT - Compassionately respecting self, others and our world



EXCELLENCE - Pursuing high personal standards in all endeavours

OUR **MOTTO**

Rejoice in
Service

OUR PEOPLE

Our valued GMAS staff play a key role in our School's success and we are dedicated to attracting and retaining top professionals who are committed to inspiring our students and each other. We foster a collegial environment and supportive culture in which all teaching and support staff can thrive.

Across all areas of the School including relief and peripatetic staff, we are a team of more than 300 staff. We employ a diverse range of outstanding teaching, support, administration, grounds and maintenance staff who live out our School Values of Faith, Inclusion, Respect and Excellence.

The School Council provides oversight in relation to strategic direction and key business decisions. Working in partnership with the School Leadership Team, the Council seek to achieve the best learning outcomes for our students. Membership of the Council comprises of representatives appointed from the Bishop of Bunbury, AngliSchools and the Diocesan Council.



THE ROLE

DIRECTOR OF TEACHING AND LEARNING

The Director of Teaching and Learning is a key member of the School's Senior Leadership Team and provides strategic leadership for teaching, learning, curriculum and academic performance across Little Georgie's (Pre-Kindy) to Year 12.

Working in partnership with the Principal and Senior Leadership Team, the Director of Teaching and Learning leads the development and implementation of a contemporary, evidence-informed educational vision that promotes academic excellence, innovation, inclusion and continuous improvement. The role is responsible for shaping and driving the School's strategic priorities in teaching and learning, ensuring alignment with the School's Strategic Plan, the AngliSchools Vision for Learning and all relevant regulatory and compliance requirements.

The Director of Teaching and Learning fosters a culture of high performance, professional growth and accountability by building leadership capacity across the School, promoting excellence in pedagogy and curriculum design and leveraging data and research to improve student outcomes. The role provides strategic oversight of curriculum implementation, assessment and reporting, academic quality assurance and student pathways from Early Years through to WACE and Vocational Education and Training (VET).

Through collaborative leadership, strong stakeholder engagement and a commitment to the School's Anglican ethos and values, the Director of Teaching and Learning contributes to the holistic development, wellbeing and success of every learner while advancing the School's reputation as a leading provider of education.

POSITION PURPOSE

Strategic Leadership

- Lead the development and implementation of a whole-school teaching and learning strategy aligned with the AngliSchools Vision for Learning and Strategic Plan.
- Use internal and external data to inform strategic direction, identify trends and drive continuous improvement in student outcomes.
- Lead school improvement initiatives based on data insights, including academic audits, improvement plans, and target interventions.
- Collaborate with the Senior Leadership Team to set and monitor teaching and learning goals and priorities.
- Manage budgets related to teaching and learning.
- Cultivate partnerships with external organisations, including universities, professional associations and industry, to enhance curriculum relevance and innovation.
- Lead the Curriculum and Teaching Leadership Team.

Curriculum and Pedagogy

- Oversee the continuation of the AngliSchools' Vision for Learning.
- Promote evidence-based teaching strategies and foster a culture of innovation and reflective practice.
- Lead the design, delivery and evaluation of a rigorous, inclusive and future-focused Little George's to Year 12 curriculum, while ensuring compliance with SCSA requirements, including EYLF, WACE courses, endorsed programs and VET pathways, in collaboration with the Head of Operations, Assistant Head of Primary (Teaching and Learning) and Heads of Department.
- Ensure vertical and horizontal alignment of curriculum and pedagogy across all stages and learning areas, by liaising with the Assistant Head of Primary School (Teaching and Learning) and Heads of Department to ensure consistency in curriculum delivery across Little George's to Year 12.
- Lead the development, coordination and analysis of student growth data, including standardised assessment results for students from Little George's to Year 12, in collaboration with the Assistant Head of Primary School (Teaching and Learning) and relevant Heads of Department.
- In collaboration with the Assistant Head of Secondary and the Assistant Heads of Primary School, inform the Senior Leadership Team, relevant staff and parents/guardians of issues relating to students who are academically at risk.
- Meet with Teaching and Learning Leaders on a regular basis (at least once per term) to discuss curriculum, teaching and learning, and data related to their specific department.
- Support academic transitions between key stages (e.g. Year 2 to Year 3, Year 6 to Year 7, Year 10 to Year 11), ensuring continuity of learning and informed subject choices.
- Liaise with the Head of Secondary School, Assistant Head of Secondary School, Head of Operations and Heads of House to ensure counselling of students as required on subject and course choices and associated changes.
- Collaborate with the Vocational Education, Training and Careers Coordinator to oversee the vocational and certificate programs and monitor compliance and continuity of Vocational offerings.
- Facilitate programs and foster links with the Tertiary Institutions Service Centre (TISC), WA TAFE Colleges, Registered Training Organisations, and universities.
- Collaborate with the Deputy Principal, Head of Secondary School, Head of Operations and Head of Primary School to oversee academic timetabling and ensure alignment with student pathways and curriculum priorities.
- Collaborate with IT and Digital Learning teams to ensure staff are well supported in the effective use of educational technologies.
- Design and present information sessions for parents to promote the School's teaching and learning approach.
- Inform staff of State and National Curriculum developments and related issues.

Professional Growth and Development

- In collaboration with the Deputy Principal, lead the School's professional learning strategy, specifically related to Teaching and Learning, including the design and delivery of whole-school professional development programs.
- In collaboration with the Deputy Principal coordinate, the class/peer observation and growth process.

Assessment and Reporting

- Provide strategic oversight of academic reporting processes and ensure the integrity, consistency and quality of assessment practices across the School.
- Use data analytics to monitor student progress, inform teaching and evaluate program effectiveness.

Quality Assurance and Compliance

- Act as the School's primary liaison with the School Curriculum and Standards Authority (SCSA) regarding curriculum, moderation, consensus processes, assessment requirements and compliance matters.
- Lead academic audits, reviews and improvement initiatives to ensure high standards of Teaching and Learning.
- Prepare reports and documentation for internal and external stakeholders, including School Council and regulatory bodies.

Human Resource Management

- Evaluate the performance of colleagues, via the annual performance appraisal cycle, by accurately and fairly, providing feedback and completing documentation relating to their performance.
- Mentor staff as required.
- Assist the Principal, Deputy Principal and Human Resources team with the recruitment, selection and induction of new staff.
- In collaboration with the Senior Leadership Team and Human Resources, share the responsibility for staff welfare.

Financial Management

- Prepare annual budgets, as appropriate, for approval by the Business Manager.
- Comply with the financial policies of the school.

General

- Assist the Principal in carrying out the aims and objectives of the school.
- The position has access to administrative support to assist with the efficient delivery of key responsibilities and priorities.
- Collaborate with staff to ensure the implementation and maintenance of school policies and procedures, pertaining to the academic program.
- Liaise with and respond to parent / guardian requests and enquiries in a courteous and timely manner, according to GMAS protocols.
- Actively participate in whole school events e.g. Foundation Day.

Other Duties

- Attend stakeholder meetings as required (e.g. Senior Leadership Team, School Council and Parents and Friends as requested).
- Teaching load is determined on a year-by-year basis, according to the needs of the School.
- This position will be allocated duties, not specifically mentioned in this document, but within the capacity, qualifications and experience normally expected from persons occupying positions at this classification.

Manage Self and Professional Skills

- Comply with the GMAS Staff Code of Conduct and TRBWA Teacher-Student Professional Boundaries.
- Comply with legal, regulatory, ethical, environmental and social responsibilities and requirements.
- Adhere to and comply with all WHS policies and procedures and relevant legislation.

SELECTION CRITERIA

QUALIFICATIONS, SKILLS AND EXPERIENCE

Candidates should demonstrate the following in their application:

Essential

- Post graduate qualifications (or working towards) in education leadership, or a related field.
- Proven School leadership experience with a track record of leading and inspiring innovation, change and positive outcomes.
- A strategic focus and exceptional problem-solving capabilities.
- Superior knowledge of current research, trends and best practice approaches to learning and teaching.
- Outstanding communication, collaboration and interpersonal skills with the ability to manage stakeholders and navigate complex conversations.
- Demonstrated ability to maintain resilience, sound judgement, and a positive, adaptable mindset in complex or changing environments, with evidence of successfully navigating challenges, managing competing priorities, and responding effectively to change.
- Demonstrated understanding of in educational technologies and emerging trends in technology-enhanced learning.
- Deep understanding of curriculum design, pedagogy, assessment and professional learning.
- Proven ability to lead strategic initiatives using data to improve student outcomes.
- Experience in a Kindergarten to Year 12 educational setting, preferably within the independent school sector.
- Commitment to the values and ethos of Anglican education.

Conditions

This is a full-time, five-year contract position with six weeks annual leave. A salary commensurate with the skills and experience of the successful candidate will be negotiated.

The successful candidate will be required to teach 0.20FTE to 0.40FTE. The position will require out of hours work.

DIRECT REPORTS

Head of Operations
Heads of Department and relevant
Co ordinators

KEY RELATIONSHIPS

Internal

Principal
Senior Leadership
Team
Head of Operations
Heads of Department
Administration Staff
Teaching Staff
Students

External

SCSA
TISC
School Council
AngliSchools
Parents/Carers
Tertiary/Industry
Partners

HOW TO APPLY

Georgiana Molloy Anglican School is committed to ensuring that all applications and enquiries are treated with the strictest confidence and professional discretion throughout the recruitment process.

Applications should be addressed to the Principal, Mr Brad Evans, and include:

- A covering letter addressing the selection criteria;
- A current curriculum vitae; and
- The contact details of three professional referees, including your current employer.

Applications must be submitted via the School's Careers page:

- www.gmas.wa.edu.au/careers
- Applications close at 8am on Friday, 24 July 2026.

For confidential enquiries regarding the position, please contact:

Andrea Shepherd
Manager – Human Resources
Georgiana Molloy Anglican School
Phone: (08) 9752 5252
Email: ash@gmas.wa.edu.au



Opportunities **now...** benefits **for life.**



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