



Position Description

Position Title	Curriculum Leader - Religious Education
Organisation	Catholic Education Sandhurst Limited (CES Ltd)
School	Galen Catholic College
Location	<i>Wangaratta</i>
Enterprise Agreement	Catholic Education Multi-Enterprise Agreement 2022
Position of Leadership	POL 2
Time Release	8 lesson cycle
Status	Fixed Term – 3 years (2025 - 2027)
Reports to	Deputy Principal - Catholic Identity

Our Organisation

Catholic Education Sandhurst Limited (CES Ltd) is committed to the mission of Catholic Education across the Diocese of Sandhurst. With a rich history dating back to 1853 the Diocese reaches from Central to Northeast Victoria. The organisation supports more than 3000 employees in 52 schools and 3 early childhood facilities. It also provides support to 4 secondary colleges owned and operated by Religious Institutes.

CES Ltd participates and cooperates in the work of the Victorian Catholic Education Authority (VCEA), which has key responsibilities for the allocation and distribution of government funding, facilitating cooperation across the four Victorian Dioceses, and in working and cooperating with government statutory authorities.

The Executive Director of Catholic Education Sandhurst is appointed by the Board of CES Ltd to support the administrative, organisational, and service matters to Catholic schools within the Diocese.

The Executive Director and all delegations via that position operate within the parameters of Canon Law and the Catholic Church structures and processes. CES Ltd is the employing authority for its schools and acknowledges and respects the role of Parish Priests within the Parish communities in which schools are located and supported.

Our Vision

The vision for CES Ltd is to provide, in partnership with our families and parishes, stimulating, enriching, liberating, sacramental and nurturing learning environments drawn from the Catholic tradition in each of the diocesan school communities.

At the heart of this vision is our commitment to the ongoing duty of care that we have for the safety, wellbeing and inclusion of all children and young people, a pursuit of excellence in all levels of learning and creating communities of welcome, hospitality and inclusion.

We believe:

- that the values of the Gospel are central to who we are, what we do, and how we act
- that we have a vital role in the mission of the Catholic Church to imagine and seek new horizons while respecting our Tradition
- that a strong sense of community is dependent on the quality of our collegial relationships
- that each person's potential is fostered through the dedicated ministry of Catholic Education
- in leadership encompassing vision, innovation, and empowerment.

Our Values

CES Ltd Values underpin and reflect the behaviours we expect of our staff:

Principles of Catholic Social Teaching

The identity of the Sandhurst Catholic School reflects the principles of Catholic social teaching, grounded in the person of Jesus, and interpreted and enacted for the "common good" in response to the "signs of the times".

These principles require that the dignity and potential of each person be fully respected within a climate that is conducive to peace, security, and development. This must find expression in the relationships, structures, curricula, planning, processes, and care in the everyday life of the school.

Respect

Respect for the dignity and potential of each person within a climate that is conducive to peace, security, and development. This must find expression in the relationships, structures, curricula, planning, processes, and care in the everyday life of the school.

Partnerships

The Sandhurst Catholic Schools do not function in isolation. In attending to the religious dimension of education, the most fundamental partnerships are those with parents/guardians and with local Catholic faith communities. The school is part of the wider Church community.

Faith

The tasks of evangelisation, catechesis and religious education are shared by home, school and parish, with each having its own distinct contribution to make in a sense of genuine partnership.

School Summary

Established in 1974 Galen Catholic College was founded by the Marist Brothers and Brigidine Sisters. Today we continue to build a Catholic community based on the core values “the love of learning”. Our secondary college offers the widest curriculum in Wangaratta with options including VCE, VET, and School Based Apprenticeships.

Position Summary

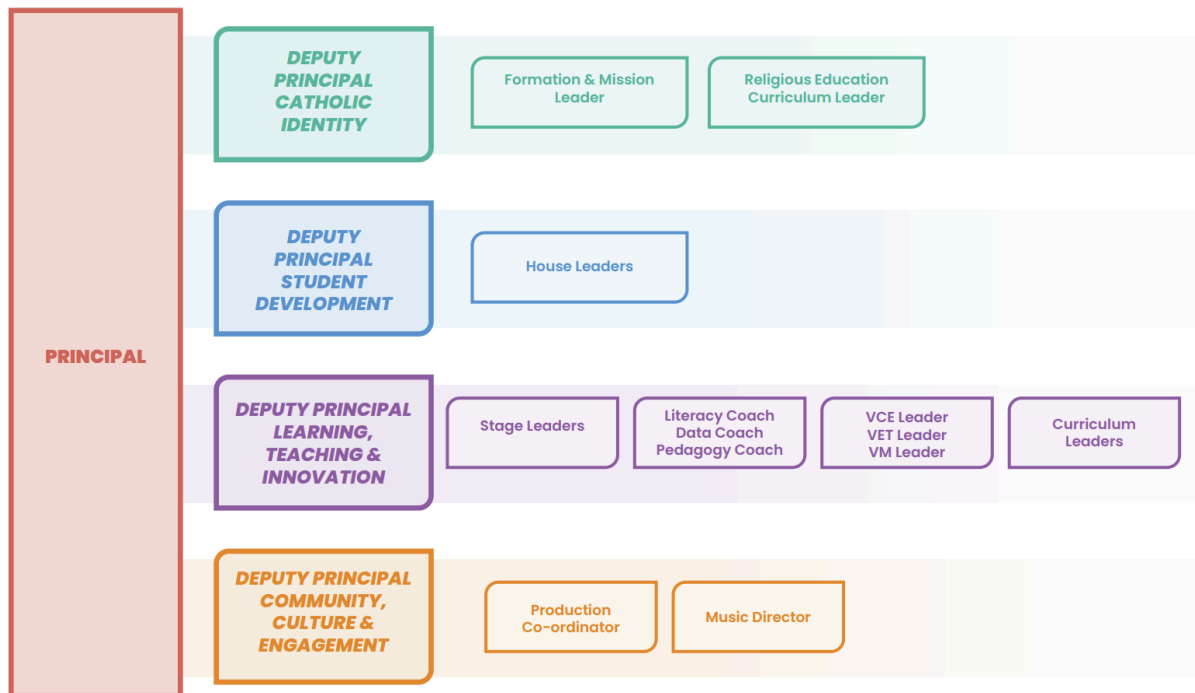
The Curriculum Leader - Religious Education is a key educational role focused on overseeing and enhancing the religious education curriculum at Galen Catholic College. This position involves providing strategic leadership, guidance, and support to Religious Education teachers, ensuring high standards of teaching and learning. The Curriculum Leader - Religious Education plays a critical role in driving academic excellence in religious education, fostering a culture of continuous improvement, and ensuring that the curriculum meets the needs of all students.

The Curriculum Leader - Religious Education plays a crucial role in ensuring the success of the religious education program within the school, driving academic excellence, and supporting students and staff to achieve their best outcomes. The position encompasses leadership of the religious education curriculum in Years 7 to 12 following the CES Ltd “Source of Life.”

Position of Leadership Structure – 2025 - 2027



POL ORG STRUCTURE 2025-2027



Leadership Framework

This role will work within the CES Ltd Leadership Framework. The Framework sets out that Leadership in a Catholic School creates a vision for a community in which all may have life and have it in abundance (John 10:10) and where student flourishing is the core purpose. Leaders in Catholic schools are guided by religious, professional, ethical, and moral principles and pursue this vision in service of the community. Servant leadership is at the core of all levels of leadership in the Catholic school. The leadership vision is student-centred with a growth mindset guided by a belief in the dignity and potential of the human person.

Leadership in a Catholic school includes seven professional practices valued as critical elements in leading a Catholic school. They are as follows:

- Leading the Catholic School
- Leading a Well Community
- Leading Learning and Teaching
- Developing Self and Others
- Leading Improvement, Innovation and Change
- Leading the Management of the School
- Engaging and working with the Community

Key Responsibilities

Leading Religious Education	<ul style="list-style-type: none">● Maintain and evaluate learning support programs, including but not limited to ECSI, NAPLAN and ACER Pat M, working with the Data Coach and the Pedagogy Coach to implement strategies based on this data.● Work with the teachers of Religious Education throughout the college to ensure a transition of curriculum programs in these areas.● Develop assessment practices that focus on student growth and development, providing effective and continuous feedback for students.● Support the application of pedagogies that ensure active engagement in authentic, purposeful learning that capitalise on and meet the diverse needs of all students.● Collaborate with the Deputy Principal of Catholic Identity and Formation and Mission Leader to uphold and promote the college's Catholic identity, including Catholic Social Teaching Principles, Aboriginal Perspectives, Catholic Earthcare, House identities and stories and the key events in the Catholic Liturgical Calendar.● Work with the Literacy Leader to develop strategies that support Religious Education -specific literacy initiatives.
------------------------------------	---

	<ul style="list-style-type: none"> Promote and communicate current and future Religious Education curriculum programs to students and families through Course Handbooks and other means.
Strategic Resource Planning	<ul style="list-style-type: none"> Organise and lead prayer sessions for the Religious Education Team during meetings and for implementation in RE classrooms. Investigate and propose capital purchases for contemporary learning across relevant learning areas. Manage, review and maintain relevant curriculum budgets, including resource requests for consumables. With the Curriculum Team, develop, review and implement the booklist so that students have necessary resources for optimal learning while balancing the financial burden on families.
Leading Learning and Teaching	<ul style="list-style-type: none"> Consistently model exemplary teaching and learning practices. Support staff and students in identifying and planning high-quality teaching and learning and share current developments in pedagogy and student engagement with all staff. Assist in reviewing the curriculum and pedagogy to ensure a consistently high quality environment for learning to and from students and teachers based on evidence. Ensure interventions are in place to reduce gaps in attainment, communicating high aspirations and expectations for all, celebrate success and challenge underperformance. Model collaborative leadership and engage with other schools and organisations to share and improve practice and encourage innovation. Embed a culture of continuous improvement, ensuring research, innovation and creativity are core characteristics of the school. Support and lead applicable CES learning and teaching initiatives. Work with the Literacy Leader to develop strategies that support domain specific literacy initiatives. Support the development of Professional Learning Communities within our college.
Community, communication and partnerships	<ul style="list-style-type: none"> Promote parental and carer engagement as a key aspect of raising the achievement of all students. Support an inclusive curriculum and school culture that promotes understanding of and respect for Aboriginal and Torres Strait Islander histories, cultures and languages and other culturally and linguistically diverse communities. Build partnerships with the local community and external stakeholders so they are aware of the vision and values of the school and can contribute to its success. Identify and implement strategies to meet the diverse needs of students and their families.

	<ul style="list-style-type: none"> ● Liaise with the Wangaratta parishes and other relevant groups both within and external to the College to ensure that the learning programs are connected to local partnerships, parish partnerships and external networks. ● Promote and model the Catholic mission of the college.
--	--

Carry out all other duties that are within the limits of the employee's skill, ability, competence, and training and aligned with the role's requirements as may be directed from time to time.

Mandatory Responsibilities and Requirements

Compliance with CES Ltd Policies and Procedures

- All CES Ltd policies and procedures are available in either CompliSpace and/or the Staff Portal. It is expected that all employees of CES Ltd must ensure that they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breaches in compliance may result in disciplinary action.

Compliance with Occupational Health and Safety

- All CES Ltd employees have a responsibility to take reasonable care of their own health and safety along with the safety of others. It is expected that all employees comply with policies, safe work procedures, instructions, and rules of CES Ltd's OH&S Management System.
- All employees must report any hazards or any other health, safety, or wellbeing issues to their team leader/principal. There is also an expectation that employees will actively eliminate hazards, follow instructions, and participate in training and consultation processes.
- All employees who have responsibility to supervise /lead others have additional responsibilities including ensuring that employees have clearly defined safety roles and responsibilities, addressing OH&S issues immediately, be aware of tasks being undertaken by employees and ensure that they have the skills required to perform tasks safely, ensuring training is provided to address any knowledge or skills gaps for performing work safely, ensuring clear policies and procedures are implemented as well as holding regular OH&S meetings with employees and managing non-compliance.
- Depending on the role some employees will be required to provide evidence of successful completion of First Aid Certificate inclusive of Anaphylaxis training prior to commencing employment with CES Ltd.

Compliance with Child Safety Legislation

- CES Ltd is committed to creating and maintaining a child safe school environment in which all students feel safe and are safe. They do this by promoting the safety, wellbeing, and inclusion of all children. All CES Ltd employees have a responsibility to comply with current Child Safety legislation. This includes keeping up to date with relevant mandatory reporting requirements and maintaining a valid working with children check or VIT registration. CES Ltd is committed to ensuring the safety of children in our care, as such rigorous reference and background

checks are conducted at the pre-employment stage. All staff are also expected to comply with the Child Safety Code of Conduct as amended or varied from time to time.

Key Selection Criteria

Essential	Qualifications and Registrations	<ul style="list-style-type: none"> • Teaching qualifications • Current Victorian Institute of Teaching (VIT) registration • Accreditation to teach in a Catholic school (or be working towards such accreditation) A deep commitment to the Catholic faith and the mission of Catholic education. • Master's degree in theology, education, pastoral ministry, or a related field (preferred).
	Knowledge and Experience	<ul style="list-style-type: none"> • Demonstrated knowledge and and experience with the content of Religious Education and relevant theology and pedagogy for learning and teaching in Religious education. • Expertise in budgeting, organisation, planning and leading teams. • Knowledge of the ECSI research project and imperatives for the teaching of religious education.
	Commitment to Catholic Education	<ul style="list-style-type: none"> • Knowledge of Catholic Social Teaching and its application in educational settings. • Demonstrated commitment to Catholic Education including frameworks for Formation and Mission. • A demonstrated understanding of and commitment to lead the ethos of a Catholic school and its mission. • A demonstrated understanding of and commitment to lead the Church's teachings and the Catholic teacher's role in the mission of the Church. • A demonstrated capacity to lead and instill in students and staff a respect for each other in accordance with the teachings of Jesus Christ. • A capacity to integrate the Church's teachings into all aspects of curriculum. • Participation in the life of a Catholic parish or equivalent.

	Commitment to Child Safety	<ul style="list-style-type: none"> • A demonstrated understanding of child safety. • A demonstrated understanding of appropriate behaviours when engaging with children. • Provide students with a child-safe environment and proactively monitor and support student wellbeing. • Familiarity with legal obligations relating to child safety (e.g. mandatory reporting) and comply with the College’s child safe policy and code of conduct and any other policy, procedures or legislation related to child safety.
	Skills and Attributes	<ul style="list-style-type: none"> • Excellent organizational and project management abilities, with a keen attention to detail. • Collaborative mindset, with the ability to work effectively with diverse stakeholders. • Strong interpersonal and communication skills, with the ability to inspire and motivate others.
Desirable		<ul style="list-style-type: none"> • A skilled teacher who is able to bring the Christian story alive through the use of scripture for students. • A desire to lead and participate in the liturgical life of the college with students and staff. • Accreditation to Lead in a Catholic School