



St Bede's College, Mentone, Melbourne



APPOINTMENT OF PRINCIPAL

[Updated 8/12/2016]

Per Vias Rectas

“BY RIGHT PATHS”



St Bede's College, Mentone

A CATHOLIC SCHOOL IN THE LASALLIAN TRADITION SINCE 1938

www.stbedes.catholic.edu.au

“To touch the hearts of the young and to inspire them with the Christian spirit is the greatest miracle you can perform, and it is the one that God asks of you; it is the purpose of your work with the young”.

St John Baptist de la Salle.

INFORMATION FOR APPLICANTS

At the end of 2017, Br Garry Coyte will conclude his term as Principal of St Bede's College, Mentone after 10 years of service to the College and its community. The St Bede's College Board has commenced the search for the new Principal and applications are invited from appropriately qualified and experienced candidates for this position.

The successful applicant will be an outstanding educational leader with a vision for leading excellence in teaching and learning within a contemporary context. As Principal, he or she will be actively involved in developing all aspects of a Lasallian school community as part of the Australian and the broader international framework.

The new Principal will be a practicing Catholic, a natural leader and a role model for staff and boys with the energy, capacity and resilience to motivate and inspire all members of the College community.

Applications should be made in accordance with the procedures outlined in this document and should include a supporting statement outlining the applicant's educational philosophy and how his/her skills, experience and personal attributes might be assessed against the selection criteria.

It is expected that the successful applicant will assume responsibilities from the commencement of 2018.

ABOUT THE COLLEGE



St Bede's College Mentone, is an independent Catholic school for boys in Years 7 to 12 and has a current student population of approximately 1560. Situated in the south-eastern suburb of Mentone, the College caters for boys from Years 7 to 12. The College is located on one campus and is positioned on Beach Road with stunning ocean views from the front oval

At St Bede's College we believe boys need a strong sense of belonging and connectedness to a vision of the future – a future where they can make a worthwhile, positive and active contribution to their community. We aim to help boys discover and fulfill their potential. To achieve this we provide modern facilities and state-of-the-art resources backed by dedicated and professional teaching and administrative staff.

2017 marks the 80th anniversary of the College. The school, founded by the worldwide Institute of the Brothers of the Christian Schools (the De La Salle Brothers) and Lasallian Partners, has been educating boys in the Lasallian tradition since 1938. In addition to the Colleges in Australia, the Institute operates universities and colleges in over 80 countries throughout the world.

St Bede's College operates under the direction of the College Board, whose role in collaboration with the Brother Visitor (Provincial) is to formulate policy and future direction of the school's spiritual, educational and financial well-being. The Principal is responsible for the execution of the College Mission Statement and Strategic Intent, and implementation of the day-to-day management of the College.

A BRIEF HISTORY

St Bede's College was founded in 1938 by the De La Salle Brothers. The founder of the Brothers was Saint John Baptist De La Salle, who was born at Rheims in 1651 during the reign of Louis XIV. De la Salle dedicated his life to establishing schools for the human and Christian education of youth, especially the poor, and was canonised in 1900. He was named Patron Saint of teachers in 1950.



Our Patron Saint - St Bede: Also known as the Venerable Bede

The College was founded under the patronage of the early medieval saint and scholar, St Bede, who is widely regarded as the greatest of all the Anglo-Saxon scholars. He wrote some 40 books mainly dealing with theology and history.

His scholarship covered a huge range of subjects, including commentaries on the Bible, observations of nature, music and poetry. His most famous work, which is a key source for the understanding of early British history and the arrival of Christianity, is "The Ecclesiastical History of the English People" which was completed in 731 AD.

Our Lasallian Values

In accordance with Lasallian teachings, the focus of St Bede's College is the human and Christian education of the whole person. Relationships are the cornerstone of learning within the College and are central to the wellbeing of the community. In the tradition of St John Baptist De La Salle, we aim to inspire, educate and instil in our students the values of life-long education, including compassion and service to the community. As a Catholic College in the Lasallian tradition we also aim to present Christ as each person's model. We aim always to respect ourselves and one another, to appreciate individual differences, and to encourage one another to reach full potential. The De La Salle Brothers and Lasallian Partners strive to model their lives on Christ and to lead their students to an appreciation of, and commitment to, Gospel values.

St Bede's College Guiding Principles

1. **God** is our focus. God is spoken about and we give time and energy to worship and social action.
2. **Brothers/Sisters** to each other. The older students will guide and care for the younger students. The Lasallian Spirit of brotherhood/sisterhood will underpin all our actions.
3. **Always be honest.** No lying or cheating. The value of honesty is at the heart of relationships at St Bede's College.
4. **Respect** for self, others and property. These are gifts and are sacred.
5. **Achievement** is valued at St Bede's College. In the cultural, academic and sporting fields we strive to give our best effort.

VISION AND MISSION



As part of our heritage and tradition as a Catholic school in the Lasallian tradition, St Bede's College Mission Statement 2016-2020 affirms the value of each and every individual within its community and calls for proactive attention to the values of justice and equality of opportunity.

It is our task in a Lasallian school to nurture core values in each individual student and to encourage our students to reach the fullness of their potential.

The College Mission Statement aims to build on our past successes and to present a clear set of intentions to provide direction for the next five years. It is a framework from which we aim to broaden the capacity of the College to deliver a student-focused, world-class, holistic education.

St Bede's College embraces the gifts of the Lasallian charism. This is especially important to us, as it links us not only to the teachings of St John Baptist de La Salle but to the living communities to which we are connected around the world.

The College seeks to promote the formation of the whole person; an individual who is well-rounded and lives by the Gospel mission of justice, tolerance, forgiveness, compassion and generosity.

Key to Lasallian education is a commitment to learning and the opportunity to achieve academic and personal excellence within a community of faith.

EDUCATIONAL LIFE

“Engage, Educate, Enrich”

St Bede's College is committed to fostering a culture of engagement, learning and creativity through the delivery of a differentiated, innovative, challenging and accessible pedagogy.

The College maintains high academic standards and the boys are encouraged to develop a 'growth mindset' in order to achieve their best. Students develop in an environment where they feel secure, supported and encouraged to believe in themselves and the power of commitment to learning. Our teachers work with students to ensure that their learning is powerful and that they gain the best possible outcomes.

Specific strategies are employed to promote students' use of efficient and effective tools for learning. Learning support, both for gifted and talented students and students needing remedial work, is provided as a flexible program.

There is a culture of continued professional learning among all teachers including best practice teaching methods and eLearning technologies. ICT facilities complement our strong teaching and learning ethos. Each student has an ICT device to support his learning.



RELIGIOUS DIMENSION



The religious dimension of the College underlies and influences all that we do. We aim to merge true Christian values and attitudes, and a loving relationship with God and others through knowledge, understanding and experience of the Catholic faith, both as individuals and as members of the Church community. The College encourages an attitude of openness to life's questions, promoting personal growth and developing an

awareness of others and the world. Our Lasallian religious dimension is enhanced by:

- ❖ A Religious Education Curriculum
- ❖ A Prayer and Liturgical Life
- ❖ Retreats and Reflection Days
- ❖ An active Social Justice Program – including providing overseas and local immersions for students and staff. In 2016, students and staff will have participated in immersion experiences to Thailand and India
- ❖ A Lasallian leadership program from years 10-12.

STUDENT WELFARE

A major priority at St Bede's College is to provide a supportive and nurturing environment so that our boys can thrive academically, socially and spiritually.

The College has a strong focus on pastoral care and social justice. It is a safe school, where the health and wellbeing of our students and staff is paramount.

The Student Welfare Program also provides the opportunity for boys to contribute to their community through social justice and charity work.

Each student in Years 7-9 has a Homeroom Teacher and Year Level Co-ordinator who work together to monitor the overall progress and development of students in their group.

While individual subject teachers are responsible for students' academic progress in that particular subject, the structure of Years 7-9 is designed so that Homeroom Teachers will usually teach the boys in their homeroom in at least one subject, as well as attend camps and assist with sport and co-curricular activities.

Students in Years 10-12 are divided into four Houses operating under the care of four House Co-ordinators. The House system has a vertical structure. There are ten Tutor Groups in each House with a Tutor assigned to a group of students made up of these three year levels. The Tutor System is designed to provide students with access to the support of the Tutor and also the opportunity to learn from the experiences of other students within the group.

House Co-ordinators work in conjunction with their team of Tutors to ensure the students' needs are met and progress monitored.



Students requiring specialised assistance have access to the College Wellbeing Centre. Two fully qualified, full-time Counsellors are available to all boys at St Bede's College. They offer support and guidance to students and are able to provide ongoing support to those in sensitive or critical situations. Students may self-report to a Counsellor or may be referred by parents or Co-ordinators.



In addition to Homeroom teachers, Tutors, Co-ordinators and Counsellors, students may also take concerns to staff outside of their direct pastoral group. Students have access to two Deputy Principals for Student Wellbeing and Operations, one assigned responsibility for Years 7-9, the other with responsibility for Years 10-12. All members of the College Community are bound by a common approach to pastoral care as detailed in the St Bede's College Pastoral Care Policy. St Bede's College is a Child Safe School with clear policies articulated in this area.

CO-CURRICULAR



St Bede's College offers its students co-curricular activities in a range of sports, music, drama, debating, community service and many other activities. These activities provide opportunities for students to grow through a range of experiences with other people. We encourage students to explore and participate in a range of activities and opportunities to extend their education beyond the classroom.

St Bede's College offers a wide range of sports including, football, soccer, basketball, cricket, tennis, swimming, cross country, athletics, volleyball, badminton, hockey and table tennis. St Bede's College is a member of the ACC Sporting and Cultural Association.

Cultural pursuits in music, bands, ensembles, art, design, drama, chess, computer coding, writing club, Duke of Edinburgh and debating are a vital part of College life at St Bede's and provide opportunities for boys to pursue their creative talents in addition to community experiences within the school.

COMMUNITY PARTNERSHIPS



We encourage students to reconnect with the College as Old Collegians. The purpose of the Old Collegians Association is to sustain a vibrant community of former students. The focus is to maintain fellowship between past students, Brothers, teachers and staff, and to celebrate the past, enjoy the present, and help shape the future. Support for the development of current students, and growth of the College, are central to the Old Collegians Association. Upon leaving the College, every student becomes a Member of the Association.

Our College Year Book and Beda Boys Bulletins inform the broader community on developments, events and student achievements.



Regular communication with parents is conducted through the College Newsletter which provides significant news from the College, celebrates student achievements, as well as details of upcoming events.

COLLEGE GOVERNANCE

Governance of the College is conducted by the College Board. The College is registered as an Australian public company limited by guarantee.

The Board of Directors is appointed by the Br. Visitor (Provincial). The Board conducts the College affairs pursuant to the Constitution of St Bede's College. The Board is responsible for the oversight of the College's holistic strategy, risk and financial management, and is entrusted with the development of the Lasallian charism. The College Board has three Committees: Finance; Formation and Planning; and Risk Management.

The Principal reports to the College Board.

COLLEGE LEADERSHIP

The present College leadership structure is based on a distinctive model of Leadership which is proactive and highly professional. The Leadership Team has the following membership

- Principal
- Deputy Principal for Identity, Community and Action
- Deputy Principal for Teaching and Learning
- Deputy Principal for ICT and Infrastructure
- Deputy Principal for Students (7-9) and Operations
- Deputy Principal for Students (10-12) and Operations
- Deputy Principal for Staff and College Timetable
- Financial Leader

THE ROLE OF THE PRINCIPAL



The St Bede's College Board, with the approval of the Br Visitor, employs the Principal to lead, form and develop the College, building on its rich spiritual, educational and cultural heritage to provide a holistic and contemporary Lasallian education for young men.

The Principal promotes and models Lasallian values, spirituality and educational leadership. The Principal is responsible to the College Board for implementing the shared vision and the overall leadership of the College community.

Selection Criteria

The new Principal will demonstrate the skills, experience and personal attributes necessary to satisfy the following selection criteria:

1. *Faith and Spiritual leadership*
2. *Educational leadership*
3. *Strategic and Managerial leadership*
4. *Staff and Community leadership*
5. *Personal Attributes*

1. Faith and Spiritual Leadership

The new Principal will demonstrate:

- ❖ A personal faith in, and witness to, Jesus Christ, practiced within the Catholic tradition and the proven ability to articulate a contemporary expression of faith and practice
- ❖ An ability to demonstrate understanding of the role of the Catholic independent school as part of the local and wider Church
- ❖ An ability to embrace and sustain Lasallian core values in all aspects of the College life with a willingness to undertake further formation
- ❖ An ability to provide opportunities for staff faith formation and participation in Church life, in connection with the broad Lasallian community
- ❖ A commitment to foster and promote Christian community service, social justice and preferential option for the poor and marginalised
- ❖ A willingness to continue professional development in Lasallian Studies.

THE ROLE OF THE PRINCIPAL cont.

2. Educational Leadership

The new Principal will:

- ❖ Be a passionate educator with recognised capacity to lead the teaching and learning within a Catholic boys' school and with the proven ability to model excellence in pedagogy
- ❖ Inspire students, staff and members of the community to continuously enhance the learning of all within a contemporary school setting
- ❖ Lead school improvement and innovation in learning
- ❖ Support and challenge staff and students to aim for the highest academic, co-curricular, and personal outcomes.

3. Strategic and Managerial Leadership

The new Principal will demonstrate:

- ❖ Excellence in leading the strategic development of the College through new initiatives and directions
- ❖ Learning will be reflected within a contemporary context, and will have the proven understanding and capacity to drive the evaluation of the vision and strategic direction of the school
- ❖ An ability to oversee and enrich the College Executive through shared and distributed leadership, ensuring excellence in operational performance
- ❖ Capacity to lead a cohesive and high performing staff
- ❖ A sound understanding of the governance principles of an Independent school and Federal and State compliance requirements
- ❖ An applied understanding of prudent management and wise stewardship of finances, facilities and resources
- ❖ A recognised ability to manage multiple complex and strategic policies, programs, processes and projects which impact across all areas of the College operations
- ❖ Ability to articulate a clear vision for the College

4. Staff and Community Leadership

The new Principal will be:

- ❖ An effective community builder with proven ability to engage with the range of stakeholders who comprise the St Bede's community
- ❖ A confident official spokesperson of the College in a range of forums
- ❖ The enabler of a supportive, safe and welcoming culture for all members of the College community, irrespective of gender, race and background
- ❖ An ambassador for the College who promotes community connections

5. Personal Attributes

The new Principal will demonstrate:

- ❖ Competent, emotionally intelligent leadership
- ❖ Outstanding communication skills
- ❖ Highly developed presentation and interpersonal skills
- ❖ Collaborative and collegial leadership
- ❖ Proven decision-making capability
- ❖ Integrity and high ethical standards
- ❖ Energy, capacity and resilience
- ❖ Student-focused perspective

CONDITIONS OF APPOINTMENT

The College Principal is appointed by the College Board with the approval of the Br Visitor (Provincial). The remuneration package will be negotiable but consistent with the significance of this position. The appointee to this position will undergo Reviews and Appraisals as required.

APPLICATION PROCEDURE

Applications for the position of Principal should include the following information:

- ❖ A letter of application that includes a supporting statement outlining your educational philosophy and vision; and how your skills, experience and personal attributes might be assessed against each of the selection criteria.
- ❖ A detailed resume highlighting your:
 - current position and areas of responsibility, prior teaching and leadership experience
 - cultural, community and recreational involvement and interests
 - academic and professional qualifications and publications
- ❖ The names and contact details of four referees who may be approached in confidence. One of these referees shall be your current employer (We will seek your permission to contact referees should you be shortlisted)
- ❖ A reference from a Parish Priest
- ❖ Your contact details (address, telephone number and email address)

Please note that psychometric testing may be required for shortlisted applicants at the interview stage.

An application package may be obtained by contacting Julie Alibrandi, Operations Manager of the Lasallian Mission Council at juliealibrandi@delasalle.org.au. Enquiries may be made by contacting Julie on (02) 9795 6400. Applications marked “Confidential” should be lodged via email to juliealibrandi@delasalle.org.au. Closing date for applications is Friday, 17 March, 2017.

The College Board reserves the right to fill the position by invitation, to re-advertise the position, and to contact persons not nominated by the applicant.