

LEARNING SPECIALISTS (PEDAGOGICAL PRACTICE COACHES)

POSITION DESCRIPTION

Learning Specialists at Mount Ridley P-12 College (MRC) are referred to as Pedagogical Practice Coaches. As the title suggests, they are highly skilled classroom practitioners who model exemplary teaching practice which consistently leads to improved student learning outcomes. In supporting staff, Learning Specialists also work in conjunction with Leading Teachers and Learning Area Coordinators for the purpose of leading their assigned PLC (Professional Learning Community) staff in collectively developing curriculum, analysing data and ensuring teaching and learning strategies are meeting the needs of all students.

Appointed under the tag of Pedagogical Practice Coach, each Learning Specialist is assigned an initial focus area after discussion with the College Principal. As successful applicants have demonstrated outstanding pedagogical practice, and a broad educational knowledge base they are expected to be flexible and willing to alter their role in line with changes to the College's Strategic Plan and needs, as well as having the opportunity to further develop their skills.

The following roles and responsibilities expected of Learning Specialists should be read in conjunction with MRC's Staff Code of Practice and the current Victorian Government Schools Agreement (VGSA) and are in addition to the individual duties specified by the College for each Learning Specialist portfolio. The College values its Learning Specialists and sees their roles as integral to the effective implementation of MRC's Instructional Framework.

PROFESSIONAL RESPONSIBILITY

Pedagogical Practice Coaches are required to:

- Lead teams that focus on the academic, social and emotional development of all students.
- Actively participate in and lead professional learning within and beyond the College, including local and other learning networks.
- Work flexibly across a range of tasks and areas, including a willingness to alter their role in line with changes to the needs of the College.
- Lead and actively participate in Parent Information sessions, special projects, events, camps, excursions and official functions both within and outside normal school hours.
- Drive professional learning for themselves and others, including teaching demonstration lessons, modelling exemplary teaching practice and coaching in classrooms alongside students, teachers and support staff.
- Maintain high standards of supervision, professional conduct and confidentiality.
- Be conversant with current educational trends.
- Continue to develop professional competencies through participation in, along with leading, professional development activities.
- Be accountable for their role within their job description.
- Be ethical, robust and rigorous in terms of self-reflection and a commitment to supporting the work of the Senior leadership team.
- Mentor provisionally registered teachers through the formal VIT registration process.

TEACHING AND LEARNING PRACTICES

Pedagogical Practice Coaches will exhibit exemplary teaching practice and continue to spend the majority of their time in the classroom. They will support staff to build excellence in teaching and learning at the College and be required to:

- Utilise a common language and shared understanding of what underpins an effective learning environment in a Prep to Year 12 educational setting.
- Possess a sound understanding of current curriculum trends and implementation strategies, including the practice of outstanding and exemplary teaching skills.
- Incorporate opportunities for students to actively participate in negotiating and framing their learning content.
- Work with the Senior Leadership team to formulate the design, development and implementation of initiatives within their assigned Learning Area that support the operation of an effective performance and development culture at the College.
- Continually develop and improve the learning opportunities for all students within their assigned focus area through the utilisation of innovative approaches to teaching and learning.
- Assist the Senior Leadership team in the development, implementation and evaluation of innovative curriculum approaches that enable enhanced learning to take place.
- Ensure curriculum programs remain inclusive of individual student differences.
- Use research findings to apply effective teaching and learning practices within their assigned learning/focus area.
- Lead, manage and support high performing staff teams, including PLCs and the extensive use of student learning data.
- Continually lead accountability processes that ensure a guaranteed viable and clearly documented curriculum.
- Work collaboratively with the Senior Leadership team so as to develop a shared view of highly effective teacher practice.
- Lead and model the implementation of whole-school improvement strategies related to curriculum planning and delivery.
- Play a key role in the provision of professional learning, including supporting the Senior Leadership team with the development of processes and protocols for observation and feedback of teaching practice and peer collaboration.
- Support teachers to seek, analyse and act on feedback on their practice.
- Provide evidence-based feedback to teaching staff to inform their effectiveness and development.
- Provide expert advice about the content, processes and strategies that will shape individual and whole school professional learning.

ASSESSMENT AND REPORTING

Pedagogical Practice Coaches are required to:

- Lead the implementation of effective student assessment and reporting practices within their assigned focus area.
- Maintain accurate records of student attainment outcomes, effort, achievement and attendance, as well as mentor staff in their effective use.

- Utilise a range of assessment and reporting strategies within the College's Assessment and Reporting policy.
- Support staff in professional learning about the effective use of student data.
- Report to students and parents in a meaningful, clear and accurate manner in accordance with College policy and practice. This also entails coaching staff on effective student feedback and reporting tools.

CONTRIBUTING TO THE GOALS OF MOUNT RIDLEY P-12 COLLEGE

Pedagogical Practice Coaches are required to undertake a range of responsibilities, including:

- A commitment to life-long learning.
- Assisting with communication and liaison tasks required to continually develop and maintain close and positive relationships between the College and the wider community.
- Leading the articulation of educational issues within the College and wider community.
- Leading and supporting assigned staff teams through the annual performance and development process.
- Giving and receiving feedback as and from coaches, mentors partners and peers.
- Work as a key member of the Leadership team to lead the implementation of the College's Strategic Plan.
- Keenly leading the development and implementation of College policies and programs.
- Leading partnerships and the involvement of parents and para-professionals (coaches, artists in residence, musicians, teacher assistants, etc.) in the teaching and learning programs at the College.
- Providing leadership and direction in focus areas of the College.
- Leading the implementation of a seamless transition program for students as they progress through their various stages of development.
- Attend and actively contribute to Leadership meetings/forums, including being committed to the optimum functioning of the various teams they lead or are a part of.

There are 13 Learning Specialists at the College with each one assuming responsibility for one of the following Pedagogical Practice Coaching portfolios. The College's Annual Implementation Plan will inform the specific work which will be assigned to Learning Specialists at the commencement of each year.

Prep – Year 6	Years 7 – 12	Years 7 – 9	Years 10 – 12
Literacy/EAL*	Mathematics	English/EAL*	English/EAL*
Numeracy	Pedagogical Coach		
Pedagogical Coach	Pedagogical Coach		
Pedagogical Coach	Pedagogical Coach		
Pedagogical Coach	Pedagogical Coach		
	Pedagogical Coach		

* *English as an Additional Language*