



TRINITY COLLEGE

# *Trinity College Senior Principal Appointment*

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a world of  
**Opportunity**



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# Overview

Trinity College is one of the largest independent schools in Australia with a current enrolment of 3,700 students. The College has consciously divided itself into five schools, across three sites, and supports 2,600 families, with children in Preschool to Year 12. Trinity College has four Reception to Year 10 schools, namely Trinity College Blakeview, Trinity College Gawler River, Trinity College North, and Trinity College South while all Year 11s and 12s join together to comprise Trinity College Senior. Trinity College additionally contains a Montessori Preschool, a farm and equestrian centre, an outdoor education property, a first class sports, health, arts and entertainment complex known as STARplex, an innovation and creativity hub and features state-of-the-art facilities, modern comfortable classrooms and landscaped grounds.

Students come from a cross-section of backgrounds, and come from as far as Clare in the north to Gepps Cross in the south. Our students thrive with clear behavioural expectations, and their talents are nurtured by our extensive curricular and co-curricular programs; we strive to find opportunities for each individual to shine.

Trinity College is a warm and friendly place with exceptional facilities, excellent staff and an outstanding sense of community.

Our student-centred focus enables us to develop positive and confident young men and women ready to change the world for the better. We pride ourselves on fostering a love of learning and a love of life. Our schools have a solid Christian foundation, in the Anglican tradition, to ensure the personal and spiritual development of each student. Trinity's Anglican tradition enhances the sense of community felt by its students, the joy of living they are encouraged to experience and the support available in the face of challenge. The lived College motto is 'In God is my Faith.'

Our dedicated staff are well resourced and committed to ensuring a culture of respect, support and success; the spirit of 'doing your best' penetrates every area of Trinity College.

Trinity College believes a positive educational experience changes lives and builds communities. When you come to Trinity College you are coming to a community that does not begin and end at the School gate; it permeates the lives of thousands in the Northern region of Adelaide.



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## *Our History*

The Trinity College story began in 1984 when a small group of committed families from Gawler began operation with 27 students in the hall at St George's Anglican Church.

In 1985 the College moved to its current location of Alexander Avenue in Evanston Park and expanded to sites at Blakeview and Angle Vale. Since then Trinity College has undergone significant growth and development but remains an institution that adheres to its founding principles.

Trinity College is open to all who would like their children educated in a liberal and Anglican tradition regardless of their economic status or religious affiliation.

The vision and pioneering spirit of dedicated staff, parents and students has seen Trinity College grow into an extraordinary educational institution offering Preschool to Year 12.

Now into its fourth decade of operation, Trinity College has become widely recognised for the pursuit of excellence for all.

## *Five Schools One College*

At Trinity College, students get the best of all worlds. They receive the benefits and facilities of a large modern college, along with the personalised and individual attention traditionally associated with smaller schools.

Each school has its own full-time staff, both teaching and non-teaching, who are complimented by the central administration of the College.

Trinity College is governed by the Trinity College Board who appoints the Head of Trinity College to oversee all College operations. School Principals report directly to the Head.





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## *Our Staff*

At Trinity College our greatest asset is our people.

Offering a balance of experience, youth and gender, our professional and highly trained teachers are recognised as some of the best in their field. When recruiting new staff, we have a set of firm criteria that candidates must meet. These include teaching qualifications and experience, a commitment to the Christian ethos of the College, the ability to create a disciplined and caring environment, and high quality personal references.

Our Support and Administration staff are excellent and along with a dedicated team of volunteers greatly add to the quality environment at Trinity College.

We are proud of the quality and standing of our staff, and our low staff turnover is testimony to our commitment to attracting, developing, supporting and retaining the best staff we can. Staff are encouraged to pursue professional development opportunities, and are actively involved in the planning and development of the College.

One of the main roles of our teachers is to make students feel welcome at Trinity College, and to provide an environment where children strive to be the best they can be. We believe that a student's emotional health contributes significantly to educational success – not to mention a happy and productive life in general.

With this in mind, Trinity College's pastoral care system, built around class and house structures, is a vital part of life at the College, providing a support service for both students and parents. In addition, each school has Chaplaincy, counselling and learning support.

We run three Outside School Hours Care centres with designated staff, who also manage vacation care programs.



# *Trinity College Senior*

Trinity College Senior is located at Gawler in the northern region of Adelaide. It provides education for Year 11 and 12 students with students feeding in from the four Reception to Year 10 Trinity College schools. Trinity College Senior has 600 students.

Trinity College Senior is a learning community committed to providing the finest in contemporary educational practice and offering the most appropriate learning opportunities for all its students. At Trinity College our focus is on understanding and valuing each student in a positive, academically challenging environment.

Students are at the centre of learning at Trinity and all decisions relating to student well-being, pastoral care, pedagogy, curriculum and assessment are made with this in mind. This means programs and courses are case managed to equip all students with the knowledge, skills and attitudes to help them achieve individual long term goals.

Academic programs embrace both SACE and trade options with a very wide range of subjects made possible by the size of the College. There is strong commitment to boost engagement and achievement in all students.

The curricular program is complemented by an extraordinary array of co-curricular opportunities featuring the full range of cultural, sporting, musical, artistic and extension pursuits.

Community and parental involvement to enhance educational opportunities are key components of the school.

The College uses the School Box Learning Management System and has embraced an extensive use of digital technology to boost learning and improve communication.





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# *Academic Snapshot*

Each year Trinity College has the largest number, from South Australian schools, of students graduating with their South Australian Certificate of Education (SACE).

Since inception, we have consistently produced graduates who attain an ATAR in the top 1% of the State.

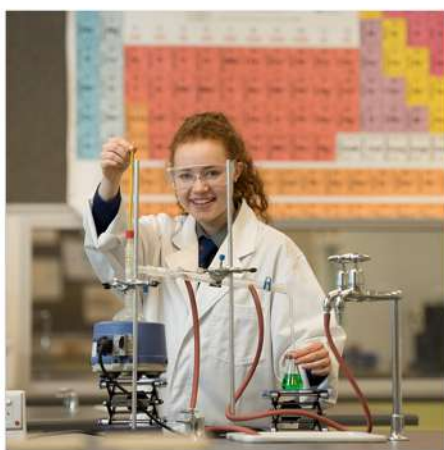
Recent results have regularly included SACE merit certificates, Governor of South Australia Prize winners and University entrance prize winners. The majority of our graduates gain University entrance.

The College has extensive pre-university and vocational pathways available. Trinity College Vocational Education Training (VET) graduates are highly sought after and receive quality apprenticeship offers.

Each year around 160 students access external VET programs to complete qualifications across 25 different industries.







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# Opportunities

Trinity College offers a superb range of subjects enabling students to select a path that best meets their individual learning needs.

We cater to a range of learning styles including extension for gifted and talented students and provide specialised learning support programs. Traditional and experiential teaching methods are used to develop competence and confidence in all skills with special focus on literacy and numeracy.

We have a Learning Assistance Program (LAP) with designated volunteers to help students.

Core subjects such as English, Maths, Science, Health and Physical Education, Geography, History and Religious and Values Education underpin the curriculum. These are complemented by a mix of compulsory and optional subjects including Arts, Drama, ICT, Agricultural Studies, Music, Dance, Psychology, Design Technology, Chinese, French, Outdoor Education and Home Economics.

Focus on the whole child through co-curricular participation in music, the arts, outdoor education and sport is very high, with amazing teaching/coaching expertise and facilities such as STARplex, the health and well-being centre which is open to the wider community, boosting outcomes of every kind.

The College musical, bands, choirs, debating; extension activities such as robotics, tournament of minds and a thriving arts culture are all features.

Trinity College has:

- 210 clubs and teams from sporting to agricultural pursuits and artistic opportunities
- 112 State sporting titles
- 3 Robotic World Championships
- 1 Guinness World Record
- International trips to France, China and Cambodia
- Annual ski trip, sporting exchanges to Ballarat and the Gold Coast





## ***Principal Trinity College Senior***

The School Principal is responsible for the day to day operation of the School. He/she will be able to lead teachers, parents and students in a dynamic and well established environment. The Principal is responsible for the general well-being of all the School stakeholders including the academic and pastoral care of students, the management of staff and parental involvement. The Principal is supported by a dedicated group of staff, both teaching and admin and support staff, and also by the central administration of the College.

The Principal has both College and School related responsibilities. The Principal will join the Trinity College 'Executive Team' known as the Principals' Team, which is led by the Head of Trinity College and includes:

- Head of Trinity College
- Deputy Head of Trinity College
- Principal of Trinity College Blakeview
- Principal of Trinity College Gawler River
- Principal of Trinity College North
- Principal of Trinity College South
- Principal of Trinity College Senior
- Executive Director of Teaching and Learning

The Principal will lead their School's 'School Leadership Team' which includes:

- Head of Wellbeing
- Head of Academics
- SACE Co-ordinator
- Academic Careers Counsellor
- Pathways Co-ordinator
- Head of Pastoral Care Middle (3 positions)
- Daily Administrator

Other close working relationships are to be fostered with:

- Business Director
- Enrolment Office
- Director of Finance
- Director of Information and Communication Technology
- Director of Facilities
- Director of Marketing and Development
- College Psychologist
- College Chaplains
- School Counsellor
- Personal Assistant



# ***Duties***

## **Lead the day-to-day operation of Trinity College Senior which includes:**

- Promotion of the Christian ideals and values of Trinity College
- Staff leadership, both teaching and admin and support staff
- Student engagement, extension and wellbeing
- Parental engagement and communication
- Financial management within pre-set budgets
- Physical infrastructure and resources
- Curriculum support and timetabling
- Implementing policies as established by the Central Administration
- Setting the tone of the School
- Liaising with appropriate external organisations including: university partners, SACE, trade and local business
- Generate community mindedness and spirit within a generous Christian atmosphere
- Attendance at after-hours functions, events and engagements relevant to the School and the whole College
- Ensure all Trinity College Senior events are run to a high standard

## **Relate to the administration of the College as a whole which includes:**

- Liaise with the Head, Deputy Head and Executive Director of Teaching and Learning as the need arises
- Involvement in Principal's Team. Curriculum Council and other meetings as required
- Represent the interests of the School with sensitivity within a whole College framework
- Work as part of the leadership team of the College
- Support the strategic direction of the College and participate in its continuing formulation
- Continue to develop the strong relationship between the School and the rest of the College
- Other duties as required from time to time by the Head and Deputy Head

## **Minimum requirements:**

- Tertiary qualifications in teaching
- Registered to teach in South Australia or be eligible to obtain registration
- Have an understanding of and commitment to Christian Education
- Be able to set high standards for student learning and their own performance
- Well-developed leadership and collaboration skills with project management abilities desirable
- Deal effectively with administrative detail of the position
- Ability to communicate effectively with a wide range of stakeholders both verbally and in writing

## **Essential qualities:**

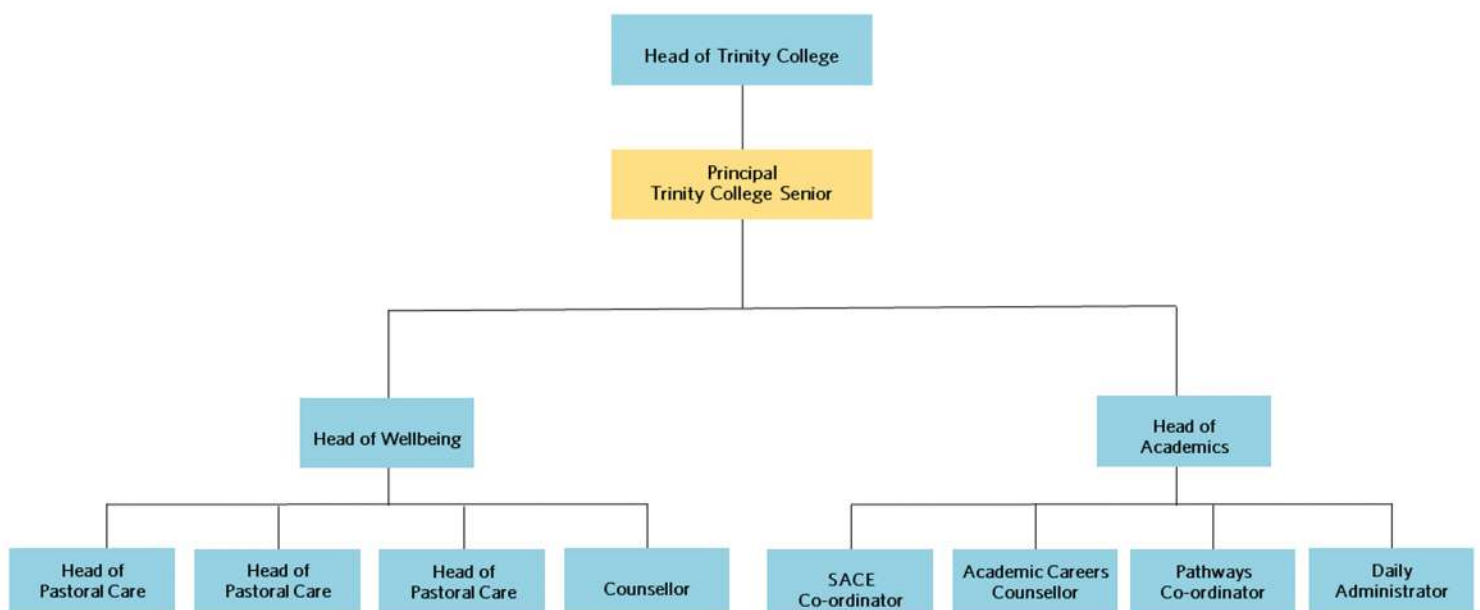
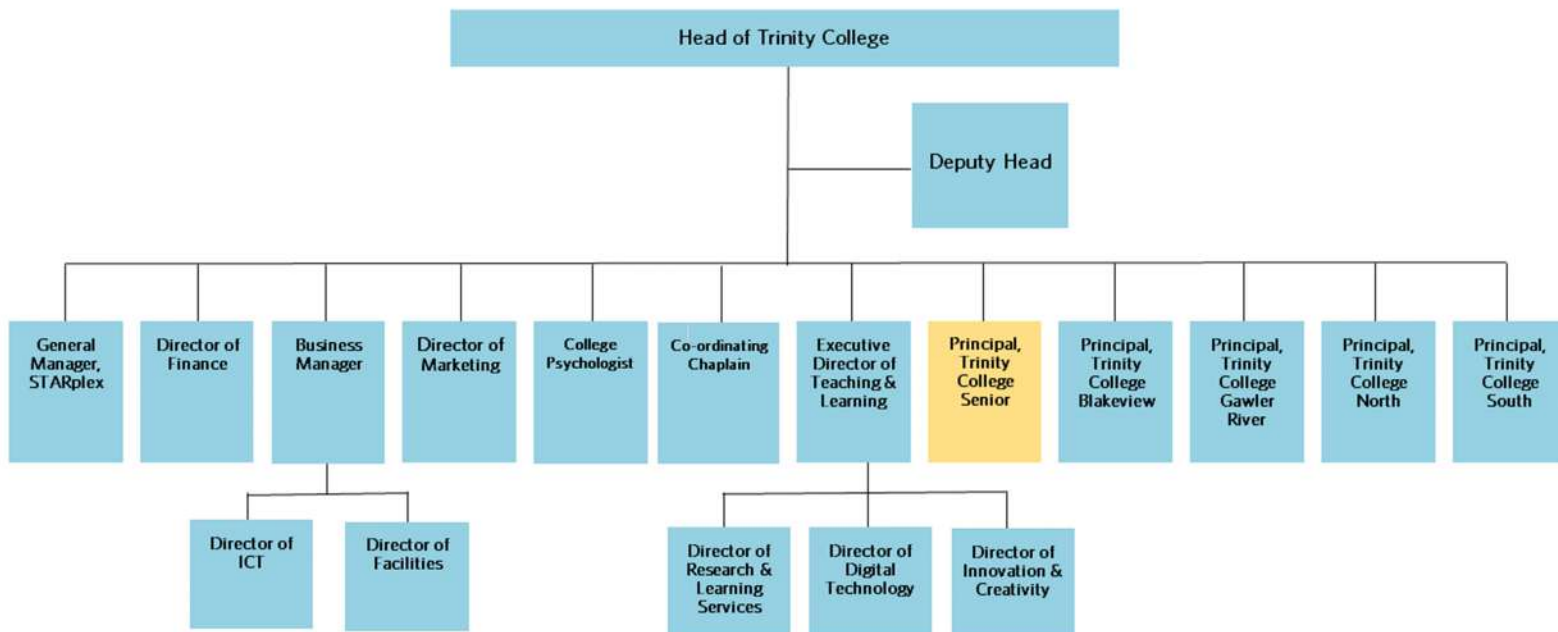
- Highly developed interpersonal skills with the necessary cultural sensitivity
- Knowledge of and a commitment to the principles of equal opportunity and work safety
- An excellent communicator
- Proven leadership skills in a school environment
- An open and engaging management style
- An ability to foster and promote teamwork
- A strong intellect and appropriate educational qualifications
- A willingness to work beyond the call of duty
- A commitment to the Christian ethos of the College

## **Desirable qualities:**

- Specific leadership experience in Senior School schooling
- Dynamic approach to education and the possibilities it harbours
- Senior management experience in a school
- An understanding of high quality independent schools



# Organisation Charts





## ***Remuneration***

The appointment is for a senior position and the salary package and contract reflect this.

The successful candidate will be required to embrace College-wide events and support the College's co-curricular program. The position is offered as a full-time role on a fixed term of five years with a mandatory probation period. Within this role, there is a requirement to undertake 0.2 FTE teaching load.

Salary packaging is available at the College and employees are encouraged to utilise it. The value of the salary will be discussed individually with candidates and the Head at an appropriate point.

## ***How to Apply***

For further information on Trinity College, please visit [trinity.sa.edu.au](http://trinity.sa.edu.au).

For a confidential discussion, please call Hender Consulting on (08) 8100 8827.

Applications should be addressed to Andrew Reed at Hender Consulting by 4.00 pm on **Wednesday 5 August 2020**.