



Appointment of the Head of Junior School (P-6)

May 2024

Contents

Invitation from the Principal	3
Introduction to Redlands	4
Strategic Plan 2021-2025	5
History	6
Educational Philosophy	7
Integrated Learning Journey	8
Student Wellbeing	10
Cocurricular Opportunities	11
Resources and Facilities	12
People	13
The Position	14
Selection Criteria	15
How To Apply	16





Invitation from the Principal



Sean Corcoran
Principal

We are seeking to appoint a Head of Junior School who will lead our primary students in a newly structured Junior School entity from Preschool to Year 6, commencing in January 2025. Redlands' primary years have long been known for offering an exemplary education in a caring environment where every child is known and supported in letting their light shine: reflecting our motto *Luceat Lux Vestra*, Let Your Light Shine.

Historically, our primary years students were split across two campuses with separate leadership for the younger and older years, and we retained that structure when all the years moved onto our dedicated Junior Campus. Recent extensive community consultation has shown a desire to have a single Head of Junior School leading all the primary years from Preschool to Year 6, providing a cohesive educational journey. From January 2025, we will move to this model. What will not change is the culture and care that our families value, and we will continue to ensure an age and stage focus and sensitivity to the needs of our students.

We are preparing our young people to be ready to take their place in the world as collaborative and creative thinkers. Our strong academic emphasis is complemented by a diversity of cocurricular programs that provide outstanding opportunities beyond the classroom in an environment where every student is known and individually nurtured. Our community is warm, vibrant, inclusive and internationally minded.

Our current strategic focus is on supporting and challenging students in achieving personal excellence, deepening a culture of wellbeing, and fostering innovative thinking and global perspectives. These strategies are enabled by our high calibre staff who are focused on helping our students learn to be the very best version of themselves.

Reporting to me, the Head of Junior School will be a collaborative member of the whole school Senior Executive who is responsible for the leadership and management of the Junior School, with over 800 students and 100 staff. They will ensure we continue to meet and exceed the needs of our community as we develop our new integrated leadership model across the Junior Campus.

Our next Head of Junior School will be a progressive-thinking and innovative educator who supports the growth of staff and students as learners and leaders, successfully building community and culture.

My colleagues and I look forward to welcoming our Head of Junior School to Redlands. I warmly encourage you to give serious consideration to joining our wonderful School.

Sean Corcoran
Principal

Introduction to Redlands

Redlands is one of Australia's preeminent coeducational independent schools. We offer a contemporary, real world education designed to inspire academic excellence and confidence for life.

The School delivers an outstanding academic education through the efforts of exceptional teachers and through using research-based teaching and learning practices.

An extensive range of opportunities is offered to students in academic programs, sport, music, the creative and performing arts, STEAM initiatives, clubs, an entrepreneurial and innovative thinking program and in community service.

These opportunities are designed to develop the whole person, enabling each student to find their niche and explore their passions, while contributing to the life of the School.

Redlands is a school grounded in the Anglican tradition and also welcomes students of other faiths and none. In keeping with our School Values, we encourage each student to use their knowledge, abilities and time in service to others.

Through Redlands' coeducational, inclusive and nurturing environment and its vibrant and dynamic community, each individual is valued and encouraged to let their light shine brightly – at school and beyond.



Vision

To inspire girls and boys to achieve life-readiness and to let their light shine, through the provision of a world recognised, contemporary education.

Mission

We aim to provide a diverse and inclusive coeducational environment based on innovative, flexible and research-based teaching practice. In this context, staff and parents all work together to instil sound values in the young people in our care and to inspire them to recognise and develop their unique potential, and to use their knowledge and abilities for the good of others.

Aspiration

Redlands is a leading contemporary and innovative school inspiring students to adapt, create and thrive in our complex global community.

Values

Honesty
Respect
Responsibility
Compassion
Fairness
Moral Courage

Motto

Luceat Lux Vestra
(Let Your Light Shine)

Strategic Plan 2021-2025

Key Strategic Drivers

Culture of Innovation

Nurture and deepen a Culture of Innovation in our school

Personal Excellence

Support and challenge students to achieve personal excellence through programs and pathways

Quality Staff

Continue to attract, retain and develop quality staff

Culture of Wellbeing

Deepen and promote a positive and supportive Culture of Wellbeing

Sustainable Best Practices

Integrate and advocate sustainable best practices

Our History

Redlands has been teaching children since 1884 and during that time, has led much innovation in education in Australia. It is evident that the essence of Redlands has been there from the very beginning – the innovation, the willingness to reinvent itself to stay at the forefront of education, the Redlands spirit.



1884 The College for Girls

Redlands is established as The College for Girls in Fitzroy St, Milson's Point, under the Misses Liggins and Arnold.

1899 Redlands

The School moves to Redlands House, located at the present site on Military Rd, Cremorne.

1911 Redlands

The School's longest serving Head, Miss Roseby, is appointed and operates the School until her retirement in 1945.

1946 SCEGGS Redlands

Redlands merges with Sydney Church of England Girls' Grammar School (North Sydney) and becomes SCEGGS Redlands.

1976 SCEGGS Redlands

Several SCEGGS schools are sold and become independent of the Anglican Church. Redlands is purchased by parents and comes under the management of an independent Board of Directors – SCEGGS Redlands Limited.

1978 SCEGGS Redlands

Coeducation is introduced and the School is renamed Sydney Church of England Coeducational Grammar School, Redlands.

1982 SCEGGS Redlands

The Margaret Roberts Preparatory School (K-2) established separate to Junior School.

1984 SCEGGS Redlands

The School celebrates its 100th birthday with 900 students.

1988 SCEGGS Redlands

Redlands becomes the second school in NSW to offer the International Baccalaureate.

1990 SCEGGS Redlands

Redlands purchases the former Cremorne Girls High School and relocates the Junior School.

1993 SCEGGS Redlands

Redlands House Early Childhood Centre opens at Cremorne.
High Country Campus in Jindabyne purchased.

1995 SCEGGS Redlands

Redlands Winter School opens at High Country Campus.
Redlands Westpac Art Prize established.

1998 SCEGGS Redlands

Redlands Ballet and Dance Academy opens. Redlands House North Harbour Early Childhood Centre opens at Balgowlah.

1999 SCEGGS Redlands

Bridge across Military Rd achieved through the single contribution of a parent.

2002 SCEGGS Redlands

The Peter Cornish Building constructed on the Junior Campus.

2006 Redlands

The Roseby Building and Liggins Atrium developed on the Senior Campus. The Adams Centre established.

2011 Redlands

New purpose built Margaret Roberts Preparatory School and multi-purpose Dunnet Hall open on the Junior Campus.

2018 Redlands

New dedicated Music centre - The John Roberts Centre opens.
The School celebrates 40 years of Coeducation and 30 years of International Baccalaureate.

2020 Redlands

The Redlands Learning Hub, the final part of Stage 1 of the Senior Campus Master Plan, opens.

2024 Redlands

The School celebrates its 140th Anniversary.

Our Educational Philosophy

The Redlands Learning Platform has been developed to help our students achieve academic excellence and prepare them for their tertiary studies and the 21st century workforce.

Based on Harvard University's Teaching for Understanding and Cultures of Thinking, the Redlands Learning Platform:

- Focuses students on the learning
- Teaches for understanding
- Encourages deep learning strategies
- Encourages independence in student learning
- Develops a growth mindset

Real learning and deep understanding lie at the heart of the Redlands Learning Platform. Students experience learning success when they are provided with excellent, futures-focused learning opportunities within an enriched culture of thinking and learning. We value thinking and believe that all learning is a consequence of effective thinking, which is valued, visible and actively promoted in all learning areas.

We are proud of our students' achievements. In 2023, 73% of all students placed in the top 20% of the New South Wales ATAR results, with 25% of students achieving an ATAR of 95+.

We develop distinct learner attributes, dispositions and habits of mind in Redlands students. These include the thinking and learning skills and attitudes of critical thinking, problem solving, creativity, collaboration, curiosity, open-mindedness and reflection, so students can participate in their communities as active, compassionate and responsible citizens.



Our Integrated Learning Journey

Redlands' whole-of-school approach to teaching and learning enables students to learn in a progressive sequence, ensuring that each educational stage complements earlier learning phases and lays the foundation for successful learning in the future. The learning environments recognise the individual needs of our 1,800 students at different stages of development; and build independence, skills and confidence at each level.

Junior School: Years P-6

A Redlands Junior School education is dynamic and inspiring, focusing on the growth and progression of every student.

Our students are instilled with a sense of purpose and enjoyment for learning, aligning with our School values. By offering opportunities to develop their individual passions, students develop a sense of uniqueness that helps them become aware of themselves as learners, and supports our belief that there is no typical Redlands student.

The stimulating and varied curriculum incorporates teaching and learning strategies that encourage diversity and creativity of thought. There is a strong emphasis on integrating curriculum subjects with appropriate, problem solving and real-world connections to learning.

In addition to our exceptional class teachers, we are proud to have so many specialist teachers who share their expertise in their relevant areas with our youngest students.

The Redlands House Preschool program provides a high quality Early Childhood program within a stimulating, innovative and caring environment. This fosters students' natural curiosity and thirst for knowledge and establishes in each child a love of learning and a strong sense of self.

In Kindergarten to Year 2, the first formal years of schooling, teachers provide an exceptional foundation for our students, encouraging them to become capable and confident learners. Students develop confidence, ready and willing to accept new challenges and explore wider horizons.

In Years 3-6, students are encouraged to become risk-takers, accept greater responsibility and become self-motivated, independent learners. As students make the transition to Secondary School, they take with them a love of life and learning and a sense of pride in themselves and their School.



Our Integrated Learning Journey

Secondary School: Years 7-12

Redlands Secondary School is a dynamic and inspiring learning environment focused on preparing girls and boys for the real world outside the school walls – a world that is coeducational, global in outlook and ever-changing.

Our 1,000 students have the opportunity to grow academically and personally in a values-based environment designed to meet the needs of students in their final years of schooling. They test their mental boundaries, aspire to the highest levels of understanding and confidently explore opportunities to commence tertiary studies.

The choice of Higher School Certificate or the International Baccalaureate Diploma Programme gives students the flexibility to develop their own pathway to academic success. Redlands has offered the IB for over 30 years, longer than any other school in NSW and today, around 50% of Redlands Year 11 and 12 students are enrolled in the IB Diploma Programme.

Students develop skills and confidence for life – the critical and creative thinking skills and problem-solving skills necessary to meet challenges and embrace opportunities and change in the 21st century.



Student Wellbeing

Student Wellbeing at Redlands is the embodiment of our ethos, values and mission. It is being committed to fostering a learning environment which is safe, supportive and caring and promotes social, spiritual and emotional wellbeing and learning – a culture in which each student is known and valued.

At Redlands, we believe in the holistic development of our students ensuring that their social and emotional growth is nurtured alongside their academic performance. We recognise that students bring with them a wide range of interests, strengths and talents and we work with students and parents to explore and expand these, to support the growth and development of skills and to build a strong sense of compassion and empathy within our school community.

Our Redlands Student Wellbeing Framework is a whole school approach to social and emotional learning (SEL) as a continuous curriculum which is supported across our P-12 pastoral and wellbeing programs. This framework provides a clear continuum with specific outcomes for each stage of a child's development, addressing the five key areas of SEL: Self-Awareness, Self-Management, Social Awareness, Relationship Skills and Responsible Decision-Making.

Our Student Wellbeing Framework is a structured age-and stage-appropriate program delivered by Class Teachers, Year Coordinators and the Dean of Students (P-6) in the Preparatory and Junior Schools, and by Tutors, Year Advisors and the Dean of Students (7-12) in the Secondary School. School Counsellors and Chaplains to ensure the wellbeing of each student.

The effectiveness of our Student Wellbeing program is characterised by:

- the notion of partnership underpinning all school relationships, with students of all ages working towards independence;
- students developing resilience, self-confidence, a growth mindset and a commitment to personal excellence based on a positive set of values and respect for the values of others;
- students developing a strong sense of responsibility both to self and to the wider community; and
- students taking increasing personal responsibility for their actions, developing skills for managing their lives and possessing a high level of social competence that enhances the quality of their lives and the lives of others.



Cocurricular Opportunities

Redlands offers an extensive range of cocurricular activities covering all interests from sport to music, performing and visual arts, academic and leadership and camps and community service. They provide students with the encouragement to explore their individual interests, talents and passions and are fundamental to building confidence, persistence and resilience.

Sport

Popular Junior School Sports at Redlands include Basketball, Netball, Football and Tennis. There is also AFL, Hockey, Rugby, Touch Football, Gymnastics, Golf, Sailing, Swimming and Surfing. Redlands is known for its Snowsports program and Yr 10 Winter School offering at our High Country Campus in the Snowy Mountains. We are proud to have taught a significant number of elite athletes who have competed at national and international levels.



Performing Arts

There is a strong Performing Arts program on offer for students from Kindergarten to Year 12, in the areas of Music, Ballet and Dance, Drama and Theatre. In addition to group and individual tuition, there are many performance opportunities both at School and externally, in a professional theatre.

Around 600 students participate in the Music program, performing in a wide range of ensembles including Orchestra, Concert Band, Stage Band and Rock Bands. The Redlands Ballet and Dance Academy provides an opportunity for students to combine their academic study with a full ballet and dance program. In the field of Drama and Theatre, there are opportunities for group and individual tuition in Acting, Musical Theatre and Theatresports, as well as classes in Film and Production.



Outdoor Education

From Years 3 to 11, all students are involved in Curriculum Camps, where residential-style experiences are conducted in a sequential learning program in a wide range of environments throughout NSW. The Outdoor Education program offers a progression of physical and mental challenges which are skills based and experiential, and build on the previous years' experiences.



Clubs/Activities

The extensive clubs and activities program includes opportunities in the area of Technology, including the Drone Club and Claymation. There is an extensive Debating program and other clubs such as Chess, Photography, Writer's Workshop and the Science Olympiad to promote STEAM related activities.

Our Resources and Facilities

Redlands is situated in Cremorne, on Sydney's Lower North Shore, approximately six minutes from the CBD. The location is one of the most attractive parts of Sydney, close to the harbour, nearby parks and local cafes.

The Senior Campus and Junior Campus are located within easy walking distance of each other.

The School also has High Country Campus in the Snowy Mountains which provides students with unique opportunities for Outdoor Education, as well as a Winter School program for students in Year 10, and from 2025, our Year 9 Moonbah program.

Redlands provides a specialist facility for students of dance through the Redlands Ballet and Dance Academy, located on the Junior Campus.

The School is developing a new Master Plan across all of its campuses, to ensure that the built environment creates a unique 'space and place' that fosters learning within the principles of the Redlands Learning Platform.



Our People

Redlands' 184 teaching staff and 130 support and operational staff enjoy a supportive, engaging and inclusive work environment that fosters diversity, collaboration and professional growth.

Redlands is an equal opportunity employer with a values-based culture, where trust and wellbeing are central pillars in how we support our people.

Within the vibrant and dynamic environment that is Redlands, all staff have the opportunity to "let their light shine", to extend their individual learning and growth boundaries, explore new possibilities and make a real difference.

We are a community of learners in which a wide variety of ongoing professional learning and growth opportunities are embraced by all staff. The Redlands Staff Performance and Development Framework provides every staff member with a robust structure to support their own professional needs and aspirations.

The School's commitment to ongoing professional development has seen most of the teaching staff undertake Harvard University's Cultures of Thinking and Making Thinking Visible courses.



The Position

The Head of Junior School (P-6) is responsible for the leadership and management of the Junior School in the academic, pastoral, cocurricular and administrative domains.

A dynamic educational leader, the Head of Junior School will have the energy, drive and commitment to:

- Lead and foster an outstanding learning culture and ensure best practice is consistently applied by teachers and staff to facilitate high quality educational and wellbeing outcomes for all students and staff
- Inspire and motivate staff to be leaders of learning and to encourage innovation and collaboration in professional practice
- Facilitate, by thinking, planning and acting strategically, continuous improvement of the Junior School offering.
- Support and enhance development of the School's P-12 focus in all areas of School life.

Specific Duties and Responsibilities

The Head of Junior School carries responsibility for:

- Exceptional academic leadership of the Junior School
- A values based focus on supporting the welfare and leadership of staff and students
- The development, implementation and management of strategic and operational matters in the Junior School, including OOSH and Vacation Care Programs
- Working closely with the Principal and Executive to create an educational environment that inspires personal excellence and life-readiness in support of the School's Vision and Values
- Performing other relevant duties as determined by the Principal

Organisational and Strategic Leadership and Management

- Ensure that the Redlands Strategic Plan is developed and implemented in the Junior School in a consistent, effective and well-communicated manner
- Engage and provide strategic input, within the Executive, to the School's ongoing development
- Oversee meetings, staffing and timetabling, and all other procedural administrative matters for the Junior School to ensure smooth and effective operations
- Prepare submissions to the Principal and Board regarding the development and operations of the Junior School
- Oversee the preparation and management of annual operating budgets, ensuring accountability and strong commercial governance in alignment with Redlands Finance guidelines
- Participate (in consultation with senior staff, Director of Learning and Growth, Chief Financial Officer and the Head of Property Manager) in the development and maintenance of the physical facilities and assets of the School
- Lead the Admissions procedures for the Junior School, including interviewing families, conducting orientation sessions for students and parents and overseeing ongoing process refinement

Academic Development

- Retain oversight of the academic performance, growth and development of Junior School students with the assistance of Junior School leaders and staff
- Facilitate strategies in conjunction with relevant staff to ensure that all students experience successful transitions through the School
- Oversee all aspects of monitoring and reporting of student progress in the Junior School
- Work collaboratively with the Director of Learning and Growth and other key staff to ensure the highest quality curriculum and pedagogy

Staff Leadership and Development

- Oversee staff matters including but not limited to selection and induction, probation, professional development and growth, performance appraisal and staff management across the Junior School to support Redlands' focus on high performance and our equitable and inclusive culture
- Support and implement the relevant People and Culture policies, practices and programs of the School and partner with the Director People and Culture on key people matters
- Work collaboratively with the Director of Learning and Growth to ensure the professional growth and development of Junior School staff

Pastoral Care and Community

- Ensure strong community connection across the Junior School, acting as a key point of contact for parents and carers in regard to the operation of the Junior School and the care of their children
- Act as an ambassador for the Redlands culture and values at all times, leading with empathy and trust
- Lead the effective management of student wellbeing and discipline to ensure that student behaviour consistently aligns with the standards of the School and Child Safeguarding obligations
- Represent the Junior School within the School and wider community including via regular attendance at camps, sporting, cocurricular and other School events, including evening and weekend functions, as required
- Engage with staff, parents and other key stakeholders about the strategy, direction and operations of the Junior School
- Ensure and manage effective representation and communication regarding Junior School programs with all relevant stakeholders
- Organise and actively oversee all major functions and regular Junior School operational events

Selection Criteria

Leadership and Strategy

- An inspiring and caring leader who nurtures a positive culture and builds strong relationships of trust with staff, students and families, and who can successfully steer a community through change
- Having the capacity to develop clear strategic imperatives and ensure those inform operational practice, with regular reviews and adjustment
- Having a collaborative and inclusive style, developing high-performing teams and individuals, and engendering a shared sense of purpose

Educator

- A progressive and innovative primary educator who uses research and data to drive decision making, with a passion for excellence and being confident in their own teaching practice
- Committed to a holistic education that balances academic achievement with wellbeing and cocurricular engagement

Operations

- Experienced in overseeing smooth, effective and efficient day-to-day operations and administration, and instilling a service ethos that supports families and staff

Personal

- Bringing energy, resilience, good judgement, warmth, humour and being supportive of Redlands' values and Christian heritage



How To Apply

For a confidential conversation please contact:

Jane Harlen on +61 (0) 2 8905 3711

Jane.Harlen@odgersberndtson.com

Andrea Ripani on +61 (0) 3 8375 7445

Andrea.Ripani@odgersberndtson.com

Applications for the role should include:

1. Candidate Statement

A brief statement of application (no more than three pages) outlining what you feel you would bring to this role, what you would expect to accomplish and reflecting on your past experience in the context of the selection criteria on page 15.

2. Curriculum Vitae Covering

- Full name, home address, confidential email address and mobile contact details
- Confirmation of the right to work in Australia
- Positions held, dates, scope of responsibilities and key achievements
- Details of education and qualifications
- Any other relevant information, such as involvement in professional and community activities.

3. Referees and Date of Commencement

- Full contact details of three referees whom the consultant may contact. Referees will be contacted only after prior consultation with you.
- An indication of when you would be available to start.

The preferred method of application is online at www.odgers.com/91467

All applications will receive an automated response.

Should you be unable to submit your application online, please email it to: Andrea.Ripani@odgersberndtson.com

Closing date is Sunday 16 June 2024.

The successful applicant will be expected to satisfy child protection screening and adhere to the School's Child Protection Policy. They may also be asked to undertake leadership and psychometric assessments in the final stage of the process. Redlands reserves the right to appoint by invitation.

