EMANUEL SCHOOL

ROLE DESCRIPTION
HEAD OF GIFTED EDUCATION (K-6)

Role Overview

The Head of Gifted Education (K–6) is a leadership position responsible for enhancing outcomes for gifted and high potential learners across the Primary School. The role provides leadership in the identification, tracking, support and development of students with high potential, ensuring their needs are recognised and addressed through evidence-informed gifted education practices.

The Head of Gifted Education works closely with classroom teachers, specialist staff and school leaders to build teacher capability in gifted education, effective differentiation, enrichment and acceleration. The role plays a key part in ensuring that gifted and high potential learners are consistently identified, appropriately challenged and carefully monitored, including students whose potential may be masked by underachievement.

As a member of the Primary School Executive Team, the Head of Gifted Education leads the implementation, evaluation and ongoing refinement of the School's Gifted Education Strategy and contributes specialist expertise to teaching and learning across the Primary School.

The role provides leadership of the Advanced Learning Program (ALP), including oversight of assessment, evaluation and selection processes, ongoing student monitoring and collaboration with teachers to ensure high-quality learning experiences for these learners.

At Emanuel, our Gifted Education Program supports a substantial proportion of students through quality differentiation, enrichment, extension and accelerated learning opportunities. The Head of Gifted Education is responsible for the leadership and coordination of these programs, including oversight of a broad range of co-curricular enrichment opportunities such as Da Vinci Decathlon, Gateways, Chess and other academic competitions and extension provisions.

The Head of Gifted Education works closely with families, staff and external providers to support high potential learners and promotes understanding of gifted education across the school community. As a leader within the Primary School Executive Team, the role contributes to the ongoing development of Emanuel School's reputation as a leading provider of gifted education and works collaboratively with High School colleagues to ensure continuity of provision and successful transition pathways for gifted and high potential learners.

This is a full-time, permanent position and receives a Leadership Level 1 Allowance. The position includes a face-to-face teaching load.

Reporting Lines

The Head of Gifted Education (K–6) reports to the Head of Primary and liaises closely with the Deputy Heads of Primary, Teaching and Learning and Student Wellbeing.

Responsibilities

Identification, Monitoring and Student Development

- Lead the identification, assessment and tracking of gifted and high potential learners across Kindergarten to Year 6.
- Maintain oversight of student achievement, engagement and progress, including students demonstrating underachievement.
- Lead the collection, maintenance and communication of data relating to gifted and high potential learners.
- Support the development of appropriate educational provisions and pathways for identified students.

Advanced Learning Program (ALP)

- Lead the assessment, evaluation and selection processes for entry into the Advanced Learning Program.
- Monitor student progress and outcomes within the ALP.
- Evaluate and refine ALP structures, practices and student outcomes.
- Work closely with ALP teachers to ensure best practice gifted education and quality differentiation.

Teaching and Learning Leadership

- Lead the implementation, evaluation and refinement of the School's Gifted Education Strategy.
- Build staff capacity through professional learning, coaching, consultation and collaborative planning in gifted education.
- Support teachers in designing and implementing effective differentiation, enrichment and acceleration opportunities for gifted and high potential learners.
- Model exemplary teaching practice through co-teaching and classroom support.

Program Leadership and Community Engagement

- Coordinate gifted and talented enrichment programs, competitions, mentoring opportunities and extension pathways.
- Liaise with parents, staff and external professionals to support the needs of gifted and high potential learners.
- Present to parents and staff on gifted education, identification processes and learning pathways.

- Work collaboratively with High School colleagues to support continuity of provision and transition for gifted and high potential learners.

Skills and Qualifications Required

The successful applicant will demonstrate:

- Significant successful experience in gifted education and supporting high potential learners.
- A strong understanding of contemporary research and evidence-based practice in gifted education.
- A successful track record in supporting the implementation of effective teaching, differentiation, enrichment and acceleration practices for gifted learners.
- The ability to build staff capability through professional learning, coaching and collaborative practice.
- Excellent interpersonal and communication skills, with the ability to work effectively with students, parents and colleagues.
- Strong organisational and analytical skills, including the ability to collect, interpret and communicate student achievement data.
- A commitment to continuous professional growth and ongoing development in gifted education.

Essential Requirements

- Relevant teaching qualifications and experience.
- Accreditation with NESA.
- A valid Working With Children Check (WWCC) in accordance with the Child Protection (Working with Children) Act 2012.

Desirable Requirements

- Postgraduate qualifications in Gifted Education or a commitment to further study in this area.
- Leadership experience in gifted education, talent development or advanced learning programs.

The successful applicant will be a highly effective educator who demonstrates expertise in gifted education, builds productive partnerships with families and colleagues and is committed to ensuring that gifted and high potential learners are appropriately challenged, supported and empowered to thrive.

Emanuel Employee Qualities & Attributes

Emanuel teachers are highly competent, passionate and engaging in their practice. They work hard to inspire students to be critical and deep thinkers, as well as problem solvers and responsible contributors to the global community. They ensure the best possible learning environment for students and are committed to their own continued growth as a

teacher. It is expected that a successful applicant would have a similar approach to teaching.

As an Emanuel teacher, it is expected that you possess the following qualities and attributes

- Love of teaching children and young people and a desire to inspire and engage students in learning
- Passion for continually improving their teaching practice and a commitment to ongoing professional learning.
- Capacity and desire to make a positive contribution to student wellbeing programs
- Demonstrated strong interpersonal and communication skills and the capacity to develop and sustain productive relationships within the school community
- Ability to promote and a determination to develop a culture of thinking for all students in the classroom
- Capacity to differentiate teaching programs and use a range of strategies to best meet the needs of individuals in the classroom
- Generosity in sharing teaching and ICT expertise with colleagues, and an openness to welcome other teachers into his/her classroom for observation and feedback
- Support for the ethos of the School with a willingness to make a significant contribution to the life of the School
- Be a team player who is keen to work with colleagues to best meet the learning and wellbeing needs of individual students.

The successful applicant will be a member of the school's teaching community and as such, will participate in the regular life of the school. He/she will undertake other duties of a teacher such as those in relation to pastoral care, supervision of students, extra-curricular activities etc, as required by the Principal and Head of Primary.

About Emanuel School

Emanuel School is committed to providing co-educational excellence in a Pre-school to Year 12 continuum. We value the individuality of all students and encourage the development of their special interests and talents. Our objective is to extend our students to the best of their ability, and to foster a love of learning, a strong sense of community and a pride in their Jewish heritage.

Emanuel School is small enough to provide an individual, nurturing environment and large enough to provide a wide range of subjects and opportunities for our students. Emanuel School is a dynamic learning community within an intimate learning environment delivering strong academic outcomes.

The School occupies the Stanley Street site with around 880 students from Preschool to Year 12, comprising a two-stream K-4 and three streams thereafter.

The School's commitment to excellence, quality, service and value ensures that it continually improves the delivery of all its programs for the benefit of its students. There are many opportunities for students to participate in a wide range of activities and students have a strong commitment to community service.

We strive to create an environment in which genuine acceptance and understanding can develop. These concepts are reflected in the School motto "Mind, Spirit, Being".

Values & Jewish Life

Emanuel is a Jewish Community School that nurtures a commitment to Jewish community, heritage, ethical living and the State of Israel. We do this through a commitment to egalitarianism, pluralism, coexistence, tradition, mitzvot, Torah and Hebrew. We do so as Jewish, Australian and Global citizens. In particular we value:

- Excellence
- Respect
- Inclusion
- Community
- Kindness

Emanuel School acknowledges and embraces the seven elements encompassed within the domains of Professional Knowledge, Professional Practice and Professional Engagement as defined in the National Professional Standards. The seven elements are:

- Know students and how they learn
- Know content and how to teach it
- Plan for and implement effective teaching and learning
- Create and maintain supportive and safe learning environments
- Assess, provide feedback and report on student learning
- Engage in professional learning
- Engage professionally with colleagues, parents/carers and the community

Emanuel School is committed to the safety and wellbeing of all children and young people. This will be the primary focus of our care and decision-making. Emanuel has zero tolerance for child abuse.

At Emanuel, we welcome staff and students of all backgrounds and religions. Applications are made without reference to a candidate's religion.