



St Mary's  
ANGLICAN GIRLS' SCHOOL

# Dean of Teaching and Learning

SEPTEMBER 2025







## Our School

St Mary's Anglican Girls' School is a Kindergarten to Year 12 day and boarding girls' school where every student is warmly welcomed into a nurturing community where she can truly shine.

Located by Trigg Beach in Perth, our school is a place of endless possibilities – where girls and staff are inspired to discover their best.

Founded in 1921, our total enrolment is approximately 1500, with almost 1100 in the Senior School and a little over 400 in the Junior School. Over 180 Senior School boarders live on campus.

Guided by our commitment to both personal and academic excellence, we design teaching and learning programs that in the Senior School develop our IPACC Learner Dispositions (Independence, Persistence, Adaptability, Curiosity, and Communication) alongside subject specific knowledge and skills.



## OUR EXECUTIVE

Our Executive team embodies a dynamic blend of tradition and innovation, honouring the rich history of St Mary's, while embracing a modern approach to education. Energetic and driven, each member brings their unique expertise and passion to the team, working cohesively to ensure that decisions are grounded in the best interests of our students and enable our staff to flourish.

## ACADEMIC EXCELLENCE

We regularly rank among the top five schools in Western Australia. In 2024, the School's median Australian Tertiary Admission Rank (ATAR) was 92.32 with 56% of our Year 12 students achieving an ATAR in the top 10% of the State. 100% achieved secondary graduation.

Our learning programs are designed to be challenging, engaging and enriching. Teaching teams have opportunities to innovate and implement project-based learning initiatives where students work with industry experts in rich, authentic learning environments.

## OUR STAFF

Inspirational learning relies on exemplary teachers. St Mary's is dedicated to providing our staff with enriching experiences in an inspiring and supportive environment. Staff growth and development is supported with generous PL budgets and The Lynne Thomson Excellence in Education scholarship that allows staff to travel overseas for inspirational learning opportunities. This can lead to research projects in school settings, conference presentations, and publications.

## AN ANGLICAN SCHOOL

As an Anglican school, faith is woven into the fabric of St Mary's, guiding us to foster spiritual, emotional and physical wellbeing. Our deeply connected and supportive environment ensures every girl feels valued, cared for and empowered to succeed.

Girls of many faiths and beliefs attend St Mary's and all take part in our services, with the Eucharist being central to our community life. Girls from Kindergarten to Year 12 attend weekly or once per cycle chapel services.





## LEARNING WITH PASSION AND PURPOSE

We recognise it is equally essential to champion the transformative learning that takes place beyond the classroom—where students grow in character, leadership, and real-world understanding. As young people navigate a complex landscape, our experiential learning and cocurricular programs offer vital opportunities for growth across sport, music, arts and media, outdoor learning and community service that traditional academics alone cannot provide. These experiences cultivate essential life skills such as resilience, collaboration, leadership, empathy and adaptability—qualities that are increasingly valued in both higher education and the workforce.

We also recognise the positive impact of inspirational spaces on teaching and learning, and we are well advanced in progressing our St Mary's Masterplan 2019 – 2030. In 2024, we opened an inspirational three-storey centre for creativity, The Lynne Thomson Creative Arts and Design Centre, housing visual arts, design technologies and media studies. In Term 4, we will commence construction of our next major masterplan project to enrich student learning: The Science, Enterprise, Technology and Innovation Centre. To be known as the SETI Centre, it will be a state-of-the-art facility to transform teaching and learning and support the next generations of St Mary's scientists, engineers and innovators.

Our outdoor learning program runs from Kindergarten to Year 11 with students from Year 4 spending time at our Metricup campus in WA's South West.



## Position details

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| <b>Employment Conditions</b> | Fulltime, 5 year fixed term tenure   |
|                              | In accordance with the St Mary's Anglican Girls' School Enterprise Agreement                                     |
| <b>Reports to</b>            | Principal and Deputy Principal (Studies)   |
| <b>Direct Reports</b>        | Associate Dean of Academic Staffing<br>Coordinator of Administration Services<br>Education Technology Integrator |
| <b>Last Revised</b>          | September 2025   |

**OUR PURPOSE:** TO ENGAGE HEARTS AND IGNITE CURIOUS MINDS.

**OUR VALUES:** COURAGE • RESPECT • ASPIRATION • COMPASSION • INTEGRITY

Proud of our legacy of academic excellence, St Mary's is grounded in Anglican faith and a strong sense of community. At St Mary's, every student is supported by passionate, experienced staff who bring out the best in each girl within our inclusive and nurturing environment.



## Role

The Dean of Teaching and Learning reports to the Principal and is a member of the School Executive team that provides strategic leadership and operational oversight of the School. The Dean of Teaching and Learning also reports to the Deputy Principal (Studies) for the responsibility area of Innovation.

As a member of the School Executive, the Dean of Teaching and Learning is expected to promote the Anglican ethos of the school and participate actively in the Christian life of the School.

The Dean of Teaching and Learning demonstrates executive leadership by:

- Leading and developing the reporting teams through collaboration and mentoring.
- Building strong working relationships with the School Executive team.
- Promoting a culture of active and purposeful leadership within the school community.
- Maintaining a strong participation and presence at cocurricular events.
- Maintaining a strong participation at School events and functions.
- Strengthening partnerships with external bodies relevant to this role, including our brother school Hale.

## Responsibilities

### EXECUTIVE OVERSIGHT FOR:

- The strategic development and implementation for the Teaching and Learning disciplines of the School.
- Vision and thought leadership on best practice for Teaching and Learning for the School, including keeping abreast of emerging trends.
- Practical implementation of emerging educational technologies, science and research in Teaching and Learning.
- Professional learning priorities and strategy into a delivered professional learning program including development and implementation of both short- and long-term professional learning priorities for the teaching staff.
- Investigating and sharing contemporary and emerging educational research related to student learning.
- Leading and evaluating the development of learning opportunities that foster creative and critical thinking and strong communication skills and enhance adaptability and self-awareness.
- Leading and developing Heads of Department and Teaching staff through collegial interactions and mentoring.
- Forming and strengthening partnerships with external bodies and initiating research that underpins excellence in girls' education.
- Identifying and mentoring aspirant leaders.

The Dean of Teaching and Learning role links closely with fellow School Executive roles, and encompasses four main areas:

- 1.** Developing and improving pedagogy
- 2.** Teacher appraisal and development including professional learning
- 3.** Innovation
- 4.** Strategic Planning and Management

### DEVELOPING AND IMPROVING PEDAGOGY

- Assessing the role of technology, including Generative Artificial Intelligence, in improving pedagogy and learning outcomes and working with teachers to incorporate new technologies where appropriate.
- Monitoring and implementing national and state developments relating to professional review and improvement processes, in particular the AITSL teaching standards.
- Keeping up-to-date with educational developments and research, in particular those relating to the education of girls, and ensure that staff understand the implications and importance of this information.
- Work closely with the Deputy Principal (Studies), Head of Learning Support, and Gifted and Talented Coordinators to ensure best pedagogical practice in meeting the needs of students with diverse abilities.
- Monitoring the classroom environment and ensure that teaching/learning areas are well maintained.
- Assist the Deputy Principal (Studies) in running the Curriculum and Pedagogy Whole Committee and subsidiary committees where appropriate.

### TEACHER APPRAISAL AND DEVELOPMENT INCLUDING PROFESSIONAL LEARNING

- Leading continuous improvement in teaching and learning through establishment of Professional Learning Communities, teacher observation and feedback.
- Overseeing of the appointment and induction of new staff, including relief staff, supported by the Associate Dean of Academic Staffing.
- Providing mentoring relating to best practice for teachers new to the school.
- Building leadership capacity in aspirant leaders.
- Assuming responsibility for the application process for Lead Teachers.
- Overseeing professional learning budgets and Chairing Teacher Committees, including the AI Committee.
- Working closely with the Head of Junior School to ensure alignment of processes and procedures.



## INNOVATION

- Providing thought leadership in relation to emerging educational challenges, trends and technologies.
- Working collaboratively to develop and implement well-considered and effective change management processes.
- Leading, encouraging and supporting staff-led teaching and learning initiatives that align with school strategy.
- Identifying and initiating partnerships with external bodies that maximise opportunities for teachers to develop.
- Liaising with the Deputy Principal (Studies) to embed metacognition, adaptability and self-awareness in both teacher practice and student behaviours.

## STRATEGIC PLANNING AND MANAGEMENT

- Working closely with the Associate Dean of Academic Staffing by providing strategic direction for staff and induction days, and whole-staff professional development in the Senior School.
- Working closely with the Head of Junior School to ensure a cohesive Teaching and Learning strategy.
- Taking an active role in the short-term and long-term strategic planning and development of the School.
- Promoting a culture of open critical reflection and innovation as a basis for development and growth.
- Building relationships and exhibit capacity to lead community through change management.

The Dean of Teaching and Learning is required to teach the equivalent of one class (0.2 FTE) in an area of expertise.

The above is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties and skills required for the position.



## Education

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### ESSENTIAL:

- Relevant tertiary degree and teaching qualifications. A Masters in Educational Leadership, or equivalent, is highly desired.
- TRB registered teacher or capacity to become registered in Western Australia.

## Experience and Skills

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### ESSENTIAL:

- Demonstrated ability to integrate emerging technologies into teaching and learning, working collaboratively with digital innovation leaders to enhance pedagogy and support the School's educational objectives.
- Understanding of current theory and research relating to teaching and learning.
- Demonstrate a good knowledge of legislation, compliance, policies and procedures relevant to this position.
- Outstanding professional presentation and manner.
- Excellent technological literacy across a range of applications.
- Demonstrated experience in dealing appropriately with highly confidential and sensitive information.
- Ability to maintain a high level of resilience and emotional agility.
- With personal responsibility and through collaboration and teamwork, be able to successfully navigate and manage change.
- Be able to use your personal and problem-solving skills to manage and work collaboratively through conflict, to resolution.





## Professional Leadership Qualities

### ESSENTIAL:

- Be an exemplary professional role model for staff and students.
- Respond optimistically and strategically to the changing educational sector.
- Demonstrate an understanding of national and international education contexts.
- Maintain an active involvement in the wider educational community and attend a wide range of School activities regularly.
- Initiate and access appropriate professional learning to strengthen personal development.

## Attributes

### ESSENTIAL:

- An energetic and innovative philosophy.
- A good sense of humour with a positive outlook.
- Highly organised and self-motivated.
- Well-developed skills in conflict resolution and negotiation.
- Demonstrated experience in working collaboratively and building strong, positive relationships.
- Outstanding professional presentation and manner.
- Possess excellent written and interpersonal communication skills.
- Display creative and effective problem-solving techniques.
- Demonstrated innovative practice, lateral thinking, use of initiative, and the ability to anticipate the needs of the School.
- Ability to liaise professionally with staff, the Board of Governors, the Board of Foundation Management, students, parents, Old Girls, and broader St Mary's community members.

## Our Commitment to Child Safety and Christian Values

### ESSENTIAL:

St Mary's Anglican Girls' School is a child safe environment. Our school actively promotes the safety and wellbeing of all students, and all school staff are expected to be committed to protecting students from abuse or harm in the school environment, in accordance with their legal obligations and in accordance with the St Mary's Child Safe Policies and Codes of Conduct. A valid Working with Children Card and National Police Clearance are required for all employees at St Mary's Anglican Girls' School.

St Mary's is an Anglican school and applicants should be able to demonstrate empathy with and support for the School's Christian values.

St Mary's is a non-smoking campus and all staff are expected to adhere to this.





**St Mary's**  
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SCHOOL INCORPORATED**

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