



# REGIONAL PRINCIPAL

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As an independent, co-educational, CARE (Curriculum and Reengagement in Education) School, Alta-1 is a Christian organisation which works with students from years 7-12. We work with at risk young people providing them with wrap around support as they go on a journey of transformation to discover their unique sense of identity and purpose. We are fully committed to their **safety, wellbeing and welfare at all times.**

Recognising that our young people learn best when they feel **connected**, Alta-1 prides itself on being a place of belonging; fostering deliberate connection, safety and community relationship, all in the pursuit of individual self-discovery.

As a member of our regional staff, you will be part of a **team involved across all campuses and programs in the region**, working together to create a compassionate environment that is conducive to student transformation.

*We believe in  
changing lives –  
one at a time.*



## PLAYING TO YOUR STRENGTHS

You are a highly relational leader with the ability to manage people, create resilient teams and provide clear structure. A great collaborator with a deep knowledge of current educational practices for a care school, you can work in a multi-site complex organisation with calm confidence.

Your ability to create a strong culture and team will serve you well as you mentor, lead and grow competent and compassionate teams across all your regional campuses. These teams will be focused on creating the best trauma informed environment for students to engage in their own journey of transformation and your support, guidance, and encouragement will help them to achieve this goal.

You can manage multiple complexities simultaneously with grace and skill. Your priority is building strong connections with students, families, staff, church partners, external agencies and other stakeholders that are all focused on achieving the best for the student. This will take different forms on different days but your ability to be flexible and cut through the noise will help you to focus on what is both important and most impactful.

Being able to lead people and systems is one of your key strengths. There is a significant amount of data that will need to be monitored, captured and assessed for each student. You understand what is required, can find the right

people to assist in these administrative roles and optimize the capture and assessment of data with clarity of purpose.

You are the custodian of Regional culture and the connector between senior leadership, central office and the campuses. You act as the Alta-1 ambassador externally as well as internally, actively sharing relevant information from senior leadership, central office to campuses in a timely manner.



## YOU'LL KNOW YOU'RE SUCCESSFUL WHEN...

- Your Regional teams are flourishing and there is a good sense of connection, collaboration and support between campuses and staff.
- Campuses are living the Alta-1 values and embracing the vision of thoughtfully changing one life at a time.
- Students are actively being supported in their journey of transformation.
- You are aware of the varying needs of the students and are able to respond accordingly.
- Conflict or difficult situations are handled with care and you prioritise finding the solution that will most benefit the students.
- The Region is operating within budget and all internal systems and external requirements are being managed with clarity and excellence.





## HERE'S WHAT YOU'RE RESPONSIBLE FOR...

You are the epicentre of the Region. Your focus is to accelerate and maximise progress and impact. You will do this by building strong teams, nurturing healthy relationships and managing complex, difficult situations as they arise with grace and clarity. As a member of the Senior Leadership team at Alta-1, your role entails modelling the values and behaviours of the College while making decisions that prioritise the greater good of the entire organisation. Your role will include but may not be limited to, activities such as:

### TEAM LEADER AND BUILDER

- Providing clear direction for all staff on roles, responsibilities and performance expectations so that staff are empowered to do what they need to do.
- Sharing constructive and timely feedback with staff.
- Supporting Alta-1 culture by actively modelling and sharing vision, values, behaviours and initiatives.
- Mentoring, coaching and guiding staff in their professional and personal development.
- Creating a strong sense of team, acknowledging each member as a unique and valued part.
- Passionately encouraging and supporting staff as they engage with the students, parents and other team members.
- Managing and resolving any incidents or performance grievances with firm but compassionate action and according to policies.
- Interviewing and inducting new staff.

- Actively cultivate lasting and cohesive connections with the Senior Leadership Team, Region-based Staff, colleagues from other regions, and Church Partners.

### EDUCATIONAL LEADER

- Responsible for duty of care on all your Regional campuses.
- Providing guidance on curriculum and staying up to date with educational trends.
- Monitoring student attendance and numbers.
- Organising relevant professional development and training activities for staff.
- Facilitating the implementation of necessary policies, processes and legal requirements.
- Leading the Region to meet external accountabilities.
- Reporting and managing critical incidents.
- Models and ensures that all staff in the region understand and complies with College policies.
- Promotes an environment of dynamic, active and genuine learning within the school.
- Ensures that a variety of effective teaching strategies are employed across all school campuses and programs to successfully implement the curriculum.
- Ensures that the teaching program is differentiated to meet the needs of all individuals and that all students are monitored and regularly informed of their progress.
- Develops strategies to promote continuous improvement in the teaching and learning program across the school.
- Effectively contribute to the development, monitoring, and management of school and individual campus/program budgets. This collaboration is conducted in close

- Actively engage in collaboration with the Executive Leadership Team and fellow Regional Principals to jointly develop and implement the College Improvement Plan throughout the College and within the school.

### Student Management

- Building and managing the relationship with students and their families from interview, through orientation and on to students fully engaging in their own journey of transformation.
- Oversee the enrolment and departure of students.
- Handling difficult conversation with families with care and empathy.
- Attending case conferences as well as regular meetings with psychologists to understand key issues.





## HERE'S WHAT YOU'RE RESPONSIBLE FOR...

- Visiting campuses to engage with students and to monitor and support the wellbeing of staff.
- Oversee all orientation and semester student reports.
- Managing student incidents of escalation and other difficult situations that are brought to your attention by staff.
- Ensuring that relevant authorities and parties are promptly informed of significant student disciplinary issues and critical incidents, which have been brought to your attention by staff.
- Provide your team with support and guidance in managing complex student issues.

### Leadership & Culture:

- Custodian of the shared vision and culture of the College.
- Leading in a way that empowers people to be their best and providing mentorship and support where required.
- Facilitating a good understanding and a collaborative spirit between programs, teams and individuals that results in high morale.
- Reinforcing the Alta-1 values and facilitating spiritual growth in the teams in the Region.
- Exemplifies the highest standards of Christian professional behaviour.

### Administration:

- Managing staff hiring process from searching for appropriate staff, to interviews and onboarding.
- Organising and managing the placement of relief staff and filling in as relief when required.
- Ongoing payroll management.
- Managing Regional budgets to achieve financial stability and best outcomes for the Region.
- Approving of leave and timesheets.
- Attending meetings with Senior Leadership Team and Alta-1 Leadership.
- Checking on the accuracy of data that is captured as well as data that is shared.
- Arranging staff events such as year-end and retreats.



### Networking:

Building and maintaining strong, impactful relationships with church partners, external agencies, police, communities, and other relevant stakeholders.

Extra curricula activities as and when required.





## YOUR OPPORTUNITIES TO GROW

At Alta-1 we believe in cultivating a work environment that encourages personal and professional growth. We want to see our staff and students thrive through:

- Mandatory professional development activities.
- Professional development activities arranged by self, according to interest and professional improvement, as negotiated with Network Principal.
- Alta-1 Leadership eco-system.



RELATIONSHIP



TRANSFORMATION



FLOURISHING