alta·1
School, Reimagined

LEADERSHIP OPPORTUNITY · NORTH METRO

Regional Principal

Lead the schools young people *come back to*



alta1.com.au

WHY THIS WORK MATTERS

You already know the young people we serve

Every school has young people like the ones we serve, such as the student whose attendance slipped a little each term until it stopped altogether, the one who could not make it through the gate however much the adults around them wanted it, and the one whose file grew thicker as their connection to school grew thinner. If you have led in a mainstream school, you have probably sat in the meetings about these students and wished there was more you could offer them.

Alta1 was created for these young people, and for the families who have often run out of options by the time they reach us. Our campuses are small, relational and deliberately different from the schools our students have left behind. Each is staffed by a multi-disciplinary team of teachers, education assistants, therapeutic specialists and chaplains who know every student by name, and who work from the conviction that a young person's story is not finished simply because school has not worked for them yet.

We are now seeking a Regional Principal to lead our North Metro campuses as one region. This is a role for a leader who has already proven themselves in schools and is ready for leadership that is broader in scope, closer to its purpose and more open to new thinking than most positions allow.

> *They are accepting. They are understanding. There's no judgement. For the first time I felt seen.*
>
> **Elias, Alta1 student**

ABOUT ALTA1

Who we are

An independent, co-educational Curriculum and Re-engagement in Education (CaRE) school, known nationally as a special assistance school.

Who we serve

Young people in Years 7 to 12 who have been chronically absent, experienced school refusal or become deeply disengaged.

Where we are

Middle and Senior School campuses across Western Australia, from Perth to the Great Southern and the Kimberley.

How we work

Strengths-based and trauma-informed, with safety and belonging first and a key adult who knows each young person well.

WHY THIS ROLE

What makes this role different

Many experienced leaders reach a point where they want more than another step up the same ladder. This role offers a different kind of growth, and we believe it is some of the most meaningful leadership work in Western Australian education.



A region to lead

You will carry principal-level responsibility across your campuses, leading their people, learning, wellbeing and operations as one coherent region, with a full-time Regional Coordinator at your side. It will stretch you, and it is excellent preparation for executive and system leadership.



A voice in the whole College

As a member of the Senior Leadership Team, you will work with the Executive Leadership Team and your fellow Regional Principals to shape the College Improvement Plan and the decisions that set Alta1's direction.



Freedom to reimagine school

Alta1 was built for young people the conventional model did not serve, so we expect our leaders to think beyond it. You will have real scope to shape how learning, wellbeing and relationships come together on your campuses.



Practice grounded in research

Our work draws on the science of resilience, hope and human development. You will lead from a coherent framework and help translate it into daily practice across your region.



Leadership close to young people

Because our campuses are small and our teams know every student, your decisions are never abstract. You will see their effect in the lives of particular young people and families, which is why most of us came into education.



Investment in your growth

You will agree your development priorities with the Chief Executive Officer, take part in Alta1's leadership learning, and grow alongside leaders who share their practice generously.



THE ROLE

A region to lead and a College to shape

The Regional Principal leads the educational, operational and cultural life of Alta1's North Metro campuses. You will develop the people who work in them, strengthen teaching and learning, protect and promote student wellbeing, and manage the region well, while contributing to College-wide planning as a member of the Senior Leadership Team.

You will work closely with Central Office and your fellow Regional Principals, acting as the link between the College's direction and the daily life of your campuses, and carrying each faithfully to the other.

AT A GLANCE

Position	Regional Principal	**Terms**	Full-time
Region	North Metro	**Base**	Central Office, Joondalup, with regular travel between campuses
Reports to	Chief Executive Officer		
Member of	Senior Leadership Team		

What your week might hold

- A morning on one of your campuses, spending time with students and hearing from staff about how things are going.
- Joining a case conference with a family, a psychologist and the student's key adult to agree the next steps together.
- Meeting a church partner, local agency or police contact to strengthen the support around your students.
- Coaching a teacher who is building their practice with a young person who finds learning hard to return to.
- Reviewing attendance and engagement data with campus teams and deciding together where to focus.
- Working with fellow Regional Principals and the Senior Leadership Team on priorities for the whole College.

RESPONSIBILITIES

What you will lead

The work falls into six areas across your campuses, and in every one of them a full-time Regional Coordinator works alongside you to help carry the load.

01

People and culture

Your teams are the heart of the work, and the culture you build will shape what becomes possible for students.

- Establish clear roles, responsibilities and performance expectations, so staff know what is asked of them and feel equipped to deliver it.
- Coach, mentor and give timely feedback, and identify the professional learning that will help each person grow.
- Build a collaborative regional culture that values every contribution and supports staff wellbeing.
- Lead the recruitment, selection and induction of new staff.
- Address performance concerns, grievances and workplace incidents fairly and with compassion, in line with College policies.
- Model Alta1's vision and values, and support the spiritual growth of your teams.

02

Teaching and learning

You will lead learning that responds to each young person, supported by a strong Educational Leadership Team at Central Office.

- Lead consistent, effective teaching and learning across your campuses.
- Guide curriculum delivery and differentiated teaching that meets the needs of individual students.
- Support staff to apply trauma-informed educational practice, and coordinate the professional development that strengthens it.
- Monitor enrolments, attendance, engagement and progress, and use the evidence to guide improvement.
- Ensure students receive regular feedback on their learning.
- Work with the Executive Leadership Team and your fellow Regional Principals to develop and implement the College Improvement Plan.

03

Students and families

You will walk alongside students and families from their first conversation with Alta1 to the day they move on.

- Oversee enrolment, orientation and departure processes, and semester reporting.
- Build constructive, trusting relationships with students and families throughout their time with Alta1.
- Support staff to respond to complex student needs and to concerns raised by families.
- Attend case conferences and consult with psychologists and other professionals to coordinate support.
- Visit campuses regularly to connect with students and look after the wellbeing of staff.

04

Safety and accountability

You will hold duty of care across your region and give staff clarity and support when situations become difficult.

- Maintain duty of care across all campuses in your region.
- Ensure staff understand and follow College policies, procedures and relevant requirements.
- Lead the response to escalated student matters and critical incidents.
- Ensure significant disciplinary matters and critical incidents are documented and promptly reported to the relevant authorities and parties.
- Implement required policies and processes, and meet external accountability obligations.

05

Regional operations

This is a hands-on role, and running the region well is part of how you protect the time and energy of your teams.

- Develop and manage regional and campus budgets, and contribute to College budget planning.
- Coordinate relief staffing, and provide relief cover yourself when it is needed.
- Manage payroll processes and approve leave and timesheets.
- Ensure student and regional data is accurately recorded, maintained and reported.
- Review administrative processes and coordinate staff responsibilities so that information is managed reliably.
- Arrange regional staff events and retreats, and take part in extracurricular activities as required.

06

Communication and partnerships

You will represent Alta1 in your region and keep information moving clearly between campuses, Central Office and senior leadership.

- Maintain clear, timely communication between campuses, Central Office and senior leadership.
- Contribute to Senior Leadership Team meetings and College-wide initiatives.
- Build effective working relationships with colleagues across regions.
- Represent Alta1 with church partners, external agencies, police and community organisations.

THE SUPPORT AROUND YOU

You will not carry this alone

The Regional Principal role is broad, and Alta1 has deliberately built support around it so that your attention can go to the people, the learning and the young people who matter most in your region.

Your Regional Coordinator

The North Metro Regional Principal works in partnership with a full-time Regional Coordinator. The Coordinator is there to assist you in fulfilling each of your responsibilities, working alongside you across your campuses and helping to carry the load, so that the work of leading the region is genuinely shared.

HOW YOUR COORDINATOR COULD HELP

01 **People and culture**
Assisting with recruitment, induction and the practical arrangements that support your staff.

02 **Teaching and learning**
Helping to track attendance, engagement and progress across your campuses, so improvement is based on good information.

03 **Students and families**
Helping to manage enrolment, orientation and departure processes, and the follow-up that keeps families informed.

04 **Safety and accountability**
Helping to ensure policies are followed and that incidents are documented and reported promptly.

05 **Regional operations**
Assisting with budgets, relief staffing, payroll, leave, timesheets and the accuracy of regional records.

06 **Communication and partnerships**
Helping to keep information moving between your campuses, Central Office and senior leadership.

Other support around you

Central Office Educational Leadership Team
A team that supports teaching and learning across every region.

Your fellow Regional Principals
Colleagues leading other regions, who share practice and plan with you for the whole College.

Central Office Wellbeing Leadership Team
A team that supports student wellbeing across every region.

THE PERSON

Who we are looking for

We are looking for an experienced educational leader who is ready for wider responsibility. You may currently be a principal, a deputy or associate principal, a head of school, or a leader in an alternative or specialist setting. Your title matters less to us than the kind of leader you are.

- You build trusting relationships with staff, students, families and community partners, and people tend to feel more capable for having worked with you.
- You set clear expectations, develop people deliberately, and address concerns fairly and directly.
- You bring sound judgement to complex situations and can hold competing priorities without losing sight of what matters most for students.
- You work collaboratively across sites and leadership teams, and you count the success of the whole College as part of your own.
- You use data to guide decisions and evaluate progress, while remembering that the numbers describe young people rather than define them.
- You model Alta1's Christian values and the highest standards of professional conduct.



New to CaRE schools?

You do not need to have worked in a CaRE or special assistance school before. We value relevant educational leadership experience, and we will support you to build a deep understanding of the CaRE context and the young people we serve.

What success looks like

- Your teams are flourishing, with staff who understand their responsibilities, receive constructive feedback and work well together across campuses.
- Practice across your region reflects Alta1's Christian values and educational approach.
- Students receive support that responds to their learning and wellbeing needs.
- Attendance, engagement and progress are monitored closely and inform educational decisions.
- Concerns raised by students, families and staff are addressed promptly, fairly and in line with College policies.
- The region operates within budget, records are accurate and reporting requirements are met.
- Your region's priorities contribute to the College Improvement Plan.

YOUR GROWTH

How you will grow

We invest in our leaders because the quality of our leadership shapes everything our students experience.



A plan of your own

Identify your development priorities and agree with the Chief Executive Officer the professional learning that will serve them.



Leadership learning

Take part in Alta1's leadership learning, which draws on thinkers such as Patrick Lencioni and Henry Cloud and on ideas including integrity, accountability, crucial conversations and systems thinking.



A network of peers

Share practice and strengthen your leadership alongside fellow Regional Principals and Alta1's wider leadership network.



Experience that lasts

Multi-site leadership, budget and operational responsibility, trauma-informed practice and partnership with agencies and communities form a substantial foundation for the next stage of your career.

Take the next step *with us*

If this sounds like the leadership you have been looking for, we would love to hear from you. You are welcome to arrange a confidential conversation with **Aaron Gregory, CEO,** on **(08) 9403 8200** or **aaron.gregory@alta-1.wa.edu.au** before you apply.

To apply

Apply through the online job advertisement where you found this role, such as on SEEK following the instructions there by 21 November.

Essential requirements

Current registration with the Teacher Registration Board of Western Australia, a current driver's licence and the capacity to travel regularly between campuses.

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