



Position Description

DIRECTOR OF LEARNING CULTURE

Position title	Director of Learning Culture
Reports to	Deputy Principal – Learning and Teaching
Position of Leadership	Level 4
Time Release	24 periods per cycle

Role Description

The Director of Learning Culture is a key senior leader who enhances the College's mission, Catholic identity, and Marist spirituality through a strategic and relational approach to learning. Reporting to the Principal through the Deputy Principal – Learning and Teaching, the Director leads a culture of academic excellence, collaboration, and continuous improvement. This role plays a vital role in aligning the College's vision for learning with action, ensuring that both staff and students are supported to grow in capability, confidence, and achievement.

Working in close partnership with the Deputy Principal – Learning and Teaching and as a member of the School Improvement Team, the Director of Learning Culture oversees the performance, alignment, and delivery of the academic program. This includes leading key pedagogical priorities, overseeing strategic academic initiatives, and monitoring student learning growth through data-informed practices. The role fosters high-impact, differentiated teaching that reflects the personalised learning philosophy of the College, and promotes a team-based approach to professional learning, innovation, and excellence across all areas of teaching and learning.

The Director of Learning Culture is an exemplary classroom practitioner who models high-impact instruction, leading with faith, integrity, and emotional intelligence to build trust, collaboration, and professional respect. With deep expertise in pedagogy, assessment, and educational policy, the Director of Learning Culture is expected to support the vision and goals of the College as a learning community and to be involved in professional development and ongoing learning.

The Director of Learning Culture is expected to uphold all legislative obligations related to Child Safeguarding and Occupational Health and Safety, in alignment with College policies.

Key Responsibilities

The Director of Learning Culture is responsible for:

- Leading a collaborative approach to learning and teaching across the College, fostering shared ownership of curriculum design, instructional practice, and student progress.
- Guiding the evaluation and refinement of differentiated learning programs that meet the diverse academic needs and abilities of all students.
- Leading the implementation of evidence-based teaching strategies that improve the coherence and sequencing of curriculum, with a strong focus on literacy and numeracy achievement.
- Modelling exemplary teaching practice and supporting colleagues to set aspirational goals for students, while facilitating the review of program effectiveness using a range of data sources.
- Creating and maintaining inclusive, engaging and well-managed learning environments by modelling high standards of classroom practice and behaviour support.
- Evaluating assessment and reporting practices, and leading colleagues in the effective use of student data to inform teaching and enhance outcomes.
- Designing and leading professional learning programs aligned to the Australian Professional Standards for Teachers, informed by evidence, research, and teacher feedback.
- Demonstrating ethical leadership and building professional networks within and beyond the College to foster a culture of trust, growth, and continuous improvement.

Key Duties

- In collaboration with the Deputy Principal – Learning and Teaching, lead the design, development, and implementation of the College’s academic programs, ensuring they reflect current research, best practice, and the diverse needs of students.
- Oversee the implementation and monitoring of pedagogical priorities, including differentiated, high-impact teaching practices aligned with the College’s personalised learning philosophy.
- Support the Director of Pathways, Head of VCE, Head of Applied Learning and VET Coordinator in delivering responsive, compliant, and student-centred senior programs.
- Collaborate with Learning Leaders and Director of Professional Practice to build instructional capacity and improve student achievement through evidence-informed practices.
- Oversee the use of internal and external data (e.g. NAPLAN, PAT) in collaboration with the Director of Data Analytics to inform teaching and drive school improvement.
- Lead the development and quality assurance of curriculum documentation, ensuring alignment with ACARA, VCAA, MACS, and VCEA standards.

- In collaboration with the Director of Operations, manage key academic operations including subject selection processes, assessment schedules, reporting cycles, and examination timetables.
- Lead the planning and implementation of strategic academic initiatives and special programs, in alignment with College priorities.
- Promote a culture of academic aspiration by presenting at year level assemblies and in collaboration with the Deputy Principal – Learning and Teaching, support the organisation of celebrations in recognition of student achievement, such as the Mid-Year Assembly and Academic Awards Evening.
- Guide staff in using digital technologies, assessment for learning, and data analysis to enhance teaching practices and student learning outcomes.
- Conduct ongoing reviews of teaching and learning programs using multiple data sources, curriculum mapping, and stakeholder feedback.
- Support the preparation and finalisation of student reports in line with compliance requirements, College policies, and timelines.
- Strengthen partnerships with external educational bodies including VCAA and ACARA to ensure alignment with curriculum frameworks and assessment expectations.
- Any other duties as outlined by the Principal

Membership

The Director of Learning Culture is a **member of the following teams:**

- School Improvement Team
- Learning and Teaching Team

They work **in collaboration with:**

- College Executive
- Director of Data Analytics
- Director of Professional Practice
- Pathways Team
- Student Wellbeing Team

Positions Reporting to the Director of Learning Culture:

- Head of Personalised Learning
- Head of Library & Information Services
- Learning Leaders