



Appointment of  
**DEPUTY PRINCIPAL:  
PRIMARY SCHOOL**



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## FROM THE PRINCIPAL

Located in the picturesque Penrith Valley, The Lakes Christian College, Castlereagh, is a Prep to Year 12 co-educational Christian school that was established with the purpose of educating, nurturing and discipling young people to be all they were created to be. It's a place where each student is known by name and has the opportunity to learn in a peaceful, safe and nurturing environment.

Our school vision is to glorify God in a Christ-centred community where students build skills for lifelong learning, strong character, and spiritual responsiveness. The aim of The Lakes Christian College is to encourage all students to develop their God-given gifts and talents as they pursue excellence in all areas of their lives: academically, physically, spiritually and socially. Students are provided with opportunities designed to challenge them to strive to reach their full potential, enabling them to select from a range of choices when they move on to their next level of education, their career or other life opportunities.



The College staff are a group of committed Christian professionals who are active in building positive relationships and delivering high quality teaching. The College has a strong evangelical ethos grounded in Christian values. It believes that the values taught and modelled to students are of great importance in developing young people of outstanding character. Our vision is to work as partners with parents to know and nurture children. All children are unique and valuable, and have gifts and abilities given by God that we desire to see discovered and developed to full potential.

We seek a Christian educational leader with a servant heart who has the ability and capacity to influence and lead colleagues in enhancing student engagement, achievement, faith and wellbeing. We value teaching and learning that encompasses:

- Transformational curriculum.
- Relational, cognitive, and differentiated approach to teaching.
- Leadership for school improvement.
- Community engagement in learning.
- Productive and positive learning culture.

We are praying that God will bring forward the right leader whose SHAPE (Spiritual Gifts, Heart, Abilities, Personality and Experiences) enables success and fulfillment in the role.

God bless,

*Darren Dick*  
Principal

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## THE ROLE

**POSITION:** Deputy Principal Head of Primary School  
*Please note: If the candidate does not possess the required experience, the position may be adjusted to Head of Department: Primary School.*

**REPORTS TO:** Principal

**WORKS WITH:** Senior Leadership Team

**SUPERVISES:** Primary School Core Leadership Team

**SALARY:** CCM Senior leadership salary will be set commensurate with applicant's experience and qualifications.

**COMMENCES:** January 2025

## ABOUT THE LAKES

Please refer to our [website](#) to discover our college. The Lakes is part of the [CCM school](#) group.



Educating for eternity and equipping for life  
to see students anchored in Christ  
who holds all things together.

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# POSITION PURPOSE

The deep moral purpose of this position is to see every student learning successfully and working toward achieving their God given potential. The Deputy Principal Primary School assists the Principal in undertaking executive leadership work to achieve the mission and vision of The Lakes Christian College. As Head of Primary School, they energetically work to advance quality primary schooling practices to enhance student engagement, achievement, faith and wellbeing by:

- Leading and modelling the evangelical Christian mission and ethos of the College.
- Articulating and influencing in word and deed the mission of The Lakes Christian College evidenced by the care and development of each student in the secondary school.
- Building a cohesive Christian learning community created on strong and purposeful relationships, internally and externally, that support safety, wellbeing and student learning success.
- Creating enabling conditions that direct and apply available resources in ways that maximise outcomes for students.
- Improving day to day teaching practices to improve student outcomes.
- Driving data-informed practice to enable colleagues to improve and target their practice; and increasing student voice in and ownership of their learning.
- Leading strategic change when change is desirable in the pursuit of the mission.
- Crafting systems for accountability including individual responsibility, collective expectations, and measures of accountability.

In practice, there are many tasks and activities involved in leading a successful primary school including:

- Staff recruitment and development
- Building relationship with families commencing with enrolment process
- Implementing quality assurance around teaching and learning including curriculum oversight
- Progression of the college strategic improvement plan
- Effective and efficient administration
- Pastoral care
- Academic progress and achievement tracking
- Student behaviour and discipline interventions
- Ensuring key event planning

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# Selection Criteria

1

An experienced educator who understands and can articulate the purpose of Christian schooling from a personal faith perspective that aligns to the [CCM Statement of Faith](#).

2

A proven ability to work within a team to enhance student outcomes by leading improvement, innovation and change.

3

A person of integrity with a capacity to lead the management of complex human and organisational matters in a timely fashion.

4

A visible learner who leads from the front to model high expectations and to achieve momentum across our community.

All applicants must be:

- an Australian Citizen or
- a permanent resident or
- have an appropriate permit to work in Australia

Additional Requirements

- Willingness to take a significant lead in the College's chapel and devotional life and to set a public example of the College's mission;
- Be a presence at College events including Sport, Arts, Spiritual or Service activities conducted outside of regular school hours (The Lakes Christian College does not participate in regular weekend activities).

## Organisational expectations

- All employees are bound by the requirements of the College's policies, procedures and stated mission to act with integrity and in a way that shows a proper concern for the community. Employees must be familiar with and follow the spirit and content of the Statement of Faith and Inherent Requirements as articulated on the Application form.
- The Lakes Christian College is committed to safeguarding and promoting the safety, welfare and wellbeing of children and young people. Mandatory screening around suitability to work with children applies to every position.
- Any information obtained by staff during the course of their duties is confidential and should be treated as such. Staff will not disclose confidential information to gain advantage for themselves, their families or for any other person or entity.

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# Your application

Please include only the following in your application:

- Cover letter (no longer than 1 pages).
- Response to Selection Criteria (no longer than 2 pages).
- Curriculum vitae which summarises your key career achievements.
- The Lakes Application Form [available at here](#) (Applications that do not include The Lakes Application form completed in full, will not be considered)

Further steps in the process may include interviews, and/or presentations to the selection panel.

In forwarding the names of referees, you are acknowledging that The Lakes Christian College (Christian Community Ministries) only holds personal information for the purpose of the job application. You acknowledge that we will do any relevant reference checks and obtain relevant information from past employers and/or other parties you provide particulars for. This will be done in an ethical and legal manner.

## Applications

Applications close:

4 October 2024

Please address covering letter to:

Darren Dick, Principal

Email completed application to [office@thelakescc.nsw.edu.au](mailto:office@thelakescc.nsw.edu.au)

All applications need to include

- The Lakes Application Form
- Cover letter
- CV
- Response to the Selection Criteria
- Copies of qualifications and academic transcripts
- Evidence of WWCC and teacher accreditation from NESAC or ability to secure before appointment.
  - Successful applicant will also need to provide statement(s) of service.