

NT Christian College Head of Middle School Marrara Campus Application Information:



PHOTOS BY: MARK ELKINGTON

NT Christian Schools

PO Box 228 KARAMA NT 0813

Telephone: 08 8920 4355

Facsimile: 08 8920 4399

human.resources@ntchristianschools.com.au

Website: www.ntchristianschools.com.au

All people who work for NT Christian Schools are expected to have a clear understanding of, and unqualified commitment to, its biblical basis, the Statement of Faith called 'What We Believe'.

They are expected, both in the work place and in other areas of life, to act in ways that are consistent with that basis. Acknowledging that all people are fallible and good can ultimately only come from God, staff members are expected to be committed to Jesus Christ and ought to serve and love one another as Christ loves them.

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Our school is about developing the community and developing the kids... I see God's hand in things all the time. God is using our schools to do things in the Northern Territory that wouldn't happen otherwise.



The NT Christian Schools Story



We are able to provide different learning opportunities for kids, so they have the chance to recognise their God-given skills and abilities in order to build their own futures and be of service to others.



Over 40 years ago, a small group of Christian parents came together in Darwin, NT. They held a shared and growing concern about their children's education and sought an alternative based on the biblical direction to ***train up children in the way they should go.***

An Association was formed and the first school opened at Marrara in 1979. From this small beginning our Association flourished over the years, with schools subsequently established in Palmerston, Alice Springs, and Bees Creek (outer Darwin), then Nhulunbuy, Woolanang (near Litchfield National Park), Gäwa on Elcho Island and, in 2010, Mäpuru in East Arnhem Land.

Guided by our vision ***“to be a Christian community learning together to live life as God intended, offering hope for the world”***, our schools are characterised by some special and unique distinctives.

Our association was established by a dedicated group of Christian parents who had a vision of an ongoing partnership between parents, teachers and churches to educate children within a Christian worldview.

NT Christian Schools is also committed to partnerships with Aboriginal communities seeking to secure a stronger future for their children, with schools on homelands at Gäwa, Mäpuru and Woolanang.

Key to these partnerships has been the development of family group homes in place of boarding schools in Darwin and Woolanang. Dedicated house parents care for our remote indigenous students and maintain close contact with their families.

In 2003, we began offering the Families and Schools Together (FAST) program into urban and remote communities to promote strong community and family engagement, a program that has gone from strength to strength.

We also run a Registered Training Organisation to equip young people and adults with vocational skills and qualifications.

NT Christian Schools has a construction Trade Training Centre undertaking commercial activities, supported by Transforming Skills NT, our non-for-profit building design and construction company.

And crucially, there is our committed staff - teachers, house parents, administrative and support staff – about 400 in all. Responding to God's call on them, they come from far and wide to meet the unique challenges and experience the deep joys of building a hope-filled future for all in this unique part of the world.

Our Vision and Mission Statement

"To be Christian communities, learning together to live life as God intended, offering hope for the world"

NT Christian Schools seeks to provide education, training and care in faithful response to the Gospel of Christ by:

- Partnering with Christian parents to help them fulfil their mandate of educating their children in Christ;
- Supporting all parents and carers who choose Christian education for their children;
- Developing, building and maintaining Christian schools;
- Assisting every school community to provide the highest quality education from a Biblical perspective, so that students are educated within a Christian worldview;
- Promoting Christian education in the Territory and beyond;
- Providing opportunities for vocational training, both through the Association's own entities and in collaboration with other organisations;
- Developing a wide range of partnerships that support the achievement of the vision and mission

Our National Partners

NT Christian Schools is proud to be a member of the wider [Christian Education National](#) family of schools in Australia.

In providing education from a uniquely Christian perspective, NT Christian Schools is strongly supported by the Christian teacher education body of the [National Institute for Christian Education](#). NT Christian Schools has a close relationship with the National Institute and regularly supports staff members to receive Christian professional development and post-graduate study through the Institute.

NT Christian Schools also receives a high level of support from the [Australian Association of Christian Schools](#), whose mission is to assist Christian schools in Australia, advocating for them and protecting their interests at a national level.



The school and the staff have a strong commitment to providing a distinctively Christian education.



NT Christian Schools Statement of Faith

Background

The Statement of Faith is the central document of this organisation. NT Christian Schools is founded on, and constantly informed by, a Christian worldview. The Statement of Faith seeks to explain and make clear how NT Christian Schools understands what it means to be a Christian organisation, as well as Christian individuals. It is a lens through which the organisation expresses the depth and importance of the Christian faith and worldview.

Today, the breadth of activity and influence of NT Christian Schools places it in a unique and blessed position. As an organisation NT Christian Schools has the opportunity to share the love of God and tell His story to an ever widening audience of people across the NT, including contacts in business and government as well as people connected with our various school communities, for some of whom we may be the only witness for Christ in their lives.

The original Statement of Faith was adopted in 1977 at the time of the initial incorporation of the Darwin Christian Schools Association (later NT Christian Schools Association). It was a clear and sound expression of the fundamental truths at the heart of the Association.

Over time there was a developing awareness that the language of the original Statement of Faith was becoming less understandable to many, including the numerous Indigenous communities with whom the organisation interacts, families that have a non-English speaking background, and those who are young in the faith or not steeped in a theologically rich tradition. With this awareness grew a desire to make the Statement of Faith more accessible to all those people who the organisation exists to serve. A rigorous process of reviewing and rewriting the Statement of Faith in 'plain English' was undertaken. The document 'What We Believe' is the result.

The plain English Statement of Faith holds fast to the fundamental truths of our Christian beliefs. It has been built on the original Statement of Faith and reflects its doctrinal content. The review and rewording of the Statement of Faith also presented the opportunity to:

- more fully and overtly recognise the depth and breadth of God's love for His people,
- express the wonder of being in relationship with Him,
- reiterate the great commandments to love God and love one another, and
- reaffirm our responsibilities here on earth, particularly our daily witness for Christ and the task of telling everyone about who God is and what He's done.

In 'What We Believe', much of the rich language and theological terminology of the original Statement of Faith has necessarily been altered. Nevertheless the fundamental truths inherent in those words have been preserved. 'What We Believe' affords NT Christian Schools the opportunity to continue to be salt and light in making the truth of the Gospel known to all, but especially to new generations through use of language they can more readily relate to and resonate with.



All teachers who are passionate about Christ and passionate about education should consider NT Christian Schools; it is not a compromise if you love these two aspects.



‘What We Believe’

Jesus Christ is Lord of everything. Because we know Jesus, we want to reflect His love through all our activities in education, training and care. We want to tell His story and share His goodness with all people, especially the children and families we serve.

As Christians, this is what we believe:

There is one God who is Father, Son and Holy Spirit.

God created the world and He created us to be His people. God loves us and is our Father in Heaven. He rules over the world and He provides us with everything we need. God reveals himself to us through His creation, through His Word and most of all through His Son Jesus Christ.

The Holy Bible is God’s word. In the Bible, God tells us how much He loves us and how He wants to be with us forever, as family. The Bible guides and directs us on how God wants us to live. It tells us what God is like and that His plan for us is good.

God is Holy and His law is perfect. Since the beginning when Adam and Eve disobeyed God, all people have broken God’s laws, this is what sin is. God is offended when we break His laws. Unless we turn to Him and away from our sin, we will be separated from Him forever.

But God loves us and does not want to be separated from us. God wants us to choose to be in His family. He wants us to honour Him because He made the world and He rules over the world. He wants us to learn about Him from the Bible. He wants us to talk to Him and enjoy being with Him.

God’s plan is to allow us to be in His family again. We can do this when we believe in Jesus. Jesus is God. He came to earth as a man and taught people about God. Jesus lived exactly how God planned for Him and never broke God’s law. Jesus took God’s anger for us when He died on the cross. Because of this, God promises that He will forgive us when we turn to Him and away from our sin. Believing in Jesus and why He died for us is the only way we can be in God’s family again.

Jesus died for us, but that was not the end! Jesus also rose from the dead. He is alive again! Jesus is the ruler of the world. He broke the power of sin. The Bible says that Jesus is now in Heaven. He rules over the world with God. Jesus is preparing a place in Heaven for every person who believes and trusts in Him.

Because Jesus is the ruler of everything, we can be sure that his promises are true. Jesus sent the Holy Spirit to us to help us to believe God’s promises and to understand the Bible. The Holy Spirit helps us to believe in Jesus. The Holy Spirit helps us to see all the things we do that break God’s law, and helps us to be more like God made us to be. He encourages us to do God’s work here on earth. God is bringing His world back to himself and He wants us to help Him with this job. One day Jesus will come again to this world, and everything will be made new and right again.

God wants us to tell every person in the world about how much he loves them. God wants us to tell all people about how He is the ruler of the world. God wants us to tell people about Jesus and why He died for us. Every person who believes this is part of God’s family called the church.

This is God’s world and Jesus is at the heart of all things. Jesus is the ruler and Lord of everything we do. He is Lord in our schools, in our homes, in our lives and hearts. Everything we do can be done with thanks for everything God has given us and be an act of worship to Him.

Governance

NT Christian Schools has a commitment to deliver and promote education, training and care based on Christian principles and from a distinctively Christian worldview.

As a Company Limited by Guarantee, we are a member based organisation; Christian parents and carers (and others dedicated to the cause of Christian education) are encouraged to join our membership. Encouraging active membership is one way in which we partner with Christian parents to help them fulfil their mandate of educating their children in Christ.

The Board of NT Christian School is elected by the members. The Board is responsible for the governance of the entire organisation. Each School may also be governed by a School Council. The role of each Council is to make specific governance decisions, as delegated by the Board, which are relevant for each individual school. The School Principal of each school in the system sits on their school Council and is responsible to report to the NT Christian Schools Board (via communication with the CEO) regarding the decisions that have been made.

NT Christian Schools is therefore a complex organisation that involves a number of levels of governance. The intended effect of the structure of NT Christian Schools is that the organisation has a *centralised system of governance with local empowerment*.

We firmly believe that *good and effective governance is not simply something we work toward because it is a mechanism to meet secular compliance obligations, good governance is ministry, and by engaging in it, we are maximising our effectiveness as a Christian organisation working in this ministry of education.*¹

Like more information?

Please visit our website

www.ntchristianschools.com.au.

Other resources that can be made available on request:

- *Position Paper: Governance and Management roles in NT Christian Schools*
- *NT Christian Schools Constitution*



I love being part of a big system of schools because you can really see what God has done... you can see how God has fulfilled people's hopes and dreams and changed their futures.



¹ Position Paper: Governance and Management roles in NT Christian Schools

NT Christian Schools Overview

Each school operating within NT Christian Schools is blessed by being a **part of a system** of schools and other functional entities that interconnect and support one another, and also receive significant support from the System Office. The Chief Executive Officer of NT Christian Schools is responsible to the Board for the operation of the organisation as a whole. School Principals work in partnership with the CEO and System Office staff in support of their particular school, and work in partnership with other Principals across NT Christian Schools and the CEO in support of the broader vision and mission of our organisation.

NT Christian Schools

Governance: Board (elected by Members)

Management: CEO

NT Christian Schools System Office staff providing support for Schools within the broad areas of Finance, Funding and Project Management, ICT, Human Resources and Payroll, Policy, Reporting and Compliance obligations, Curriculum services, as well as Pastoral Care and the facilitation of professional development opportunities.

Our Schools

Governance: School Councils (exercising delegated Board authority)

Management: Principal

Within the overarching 'System' support framework, each of our Schools operates as a unique educational entity, with the Principal exercising high levels of responsibility as Educational Leader of the School. Principals are expected manage their school within the context of the NT Christian Schools family, as well as implement the strategy and oversee the work involved to fulfil the mission of their own School and the broader organisation.

For more information on each of our Schools please see the NT Christian Schools website.

Araluen Christian College	Gäwa Christian School	Mäpuru Christian School	Marrara Christian College	Nhulunbuy Christian College	Palmerston Christian School	Sattler Christian College	Woolaning Homeland Christian College
Transition - Year 9	Indigenous Homeland School	Indigenous Homeland School	Pre-School - Year 12	Transition - Year 10	ELC + Transition - Year 10	ELC + Transition - Year 9	Indigenous Residential Boarding College
Alice Springs	Elcho Island	Mäpuru	NT Christian College – operating across these school campuses (years 10-12)			Bees Creek	Litchfield National Park
			Darwin	Nhulunbuy	Palmerston		

Position Overview

Head of Middle School – Marrara Campus

Marrara Christian College is a day and boarding college set in the northern suburbs of Darwin, NT, offering a comprehensive Early Years to Year 12 education from a distinctly Christian perspective. NT Christian College (Marrara campus) provides high quality, biblically- based Middle years education, from grades 7 through to 9.



“Our genuine commitment to implementing a Bible-based curriculum and structure means that all our staff are active Christians who believe that God made each child special and with a purpose. Our role is to assist parents to help their children discover their gifts, develop them and consider the ways in which they may be used to serve others. We do not just fill the students with education but we help the whole child discover their potential and develop their character that enables them to make a positive contribution to society now and after they have finished school.”

Andrew Manning, Principal of Marrara Christian College (Principal’s Welcome)

Parameters for this Position

The central role of the Head of Middle School is to assist the Principal of Marrara Campus and Manager of Middle Secondary and Training by ensuring the effective operation of the middle years (7-9) of the college as a vital part of the Marrara Christian College educational community in accordance with the strategic plan of the college and under the direction of the Principal.

The Head of Middle School advises and supports the Principal in concert with the Head of Operations and College Executive implementing a quality Christian educational programme and assists the Principal to achieve organisational goals and policies by managing activities and projects cost effectively and in accordance with the biblical principles of NT Christian Schools.

This requires the highest commitment to the Lord, His Word and to schooling from a distinctively Christian perspective and in accordance with the decisions of the NT Christian Schools members enacted through the College Council and NT Christian Schools Board.

Key Areas of Responsibility

The Head of Middle School reports to the Principal; responsible for the day to day operation of the Middle School (Years 7 to 9) and is required to:

- facilitate educational programmes consistent with the Statement of Beliefs and biblical direction of NT Christian Schools,
- enable teaching and other staff to take proper care of students educationally and also personally in teaching and learning programmes;
- encourage among staff participation in curriculum development with a Christ-centred focus and of the highest quality;
- assist staff members to forge strong and effective partnerships with parents for the benefit of students' learning;
- advise the Principal, where required, on effective staff development, deployment, appraisal and educational and pastoral support;
- work in concert with the Head of Operations to ensure effective program delivery and practice;
- implement the College's discipline (care and conduct) policy in the Middle School;
- make operational decisions on the basis of a sound understanding of their effect on the financial operations of the Middle School and the whole College; and
- teach as required.

Responsibilities and Duties

In meeting these key responsibilities the Head of Middle School is specifically required to do the following with respect to:

1. Educational Management

- initiate, supervise and coordinate curriculum development and syllabus planning and individual teaching programmes for the Middle School;
- work as part of the College executive team with other Head of Schools, Bursar and Principal to ensure that Marrara Christian College operates across its various sections as an integrated Christian educational community;
- oversee the high quality and biblical direction and implementation of curriculum;
- ensure that students are adequately informed of all relevant subject requirements and educational pathways;
- oversee effective student assessment and reporting.

2. Staff Management

- ensure all teachers are programming according to curriculum requirements;
- organise, chair and facilitate the regular college staff section meeting;
- provide care for staff and advise the Principal of any concerns;
- support staff by being a visitor in their classrooms as appropriate and providing advice and encouragement;
- coordinate the implementation of strategies to ensure educational success for indigenous students including liaising with Family Group Homes staff and staff from the student support unit.

3. Professional Development

- assist the Principal to implement and improve the staff induction procedures;
- work with the Principal to ensure implementation of the staff appraisal process;
- oversee the professional development of staff including the achievement of goals set through the appraisal processes.

4. Students

- manage student welfare and ensure provision of care for students;
- organise the pastoral care programme on a term by term basis encompassing assemblies and other activities;
- implement student induction procedures;
- coordinate and develop extra-curricular offerings as opportunities arise and subject to availability of staff;
- coordinate the special programmes that run in the college from time to time including camping/excursion programs;
- ensure the maintenance of student records to a high level.

5. Parents

- facilitate and encourage parent involvement in the operation of the school;
- liaise with parents and ensure that they are involved with staff as required.

6. Financial Management

- adhere to financial constraints as dictated by the budget;
- manage, in cooperation with other Middle School staff, the college budget and budget areas related to teaching areas within the Middle School;
- in consultation with the Principal and Head of Operations, discuss and advise the annual budget in the context of the strategic plan.

7. Communication

- communicate with all staff, students, parents and sister schools in ways that promote openness and harmony in the college community;
- participate actively in regular meetings with the Principal, and other College executive staff;
- liaise, as necessary, with the wider community regarding general College activities.

8. Strategic Planning

- assist the Principal to develop objectives for a strategic plan for the effective operation of the College;
- assist the Principal to develop objectives for an annual plan for the effective operation of the College;
- advise the Principal in relation to possible courses in the Middle School and the requirements of those courses in terms of educational materials and staff;
- provide advice to the Principal on policy development;

9. Leadership

- member of the MCC Executive Team;
- Take responsibility for the spiritual life and development of the middle school team including leading section and whole college devotions;
- Manage pastoral care team, coordinators, and other positions of responsibility in the Middle School.

** Names and structures of the NT Christian College are currently under review and may change.*

10. General

- oversee the organisation of schedules and procedures as needed;
- in consultation with the Principal develop and implement the school calendar;
- perform any other duties as directed, from time to time, by the Principal.

Selection Criteria

Please address each of the following selection criteria in no more than 800 words each. Where possible use examples from your experience to support the theoretical aspects of your answer.

1. Calling to Educate in Christian Schools

Describe your sense of call to education and how this position is a natural outworking of this call.

2. Vision

What is your vision for best practice in middle schooling?

3. Leading Teams of People

How do you go about leading teams of people?

4. Educational Leadership and Management

Describe your leadership style in the context of your experience in leadership in middle school education.

5. Curriculum

What do you see as the practical outworking of a high quality and biblical based curriculum?

6. Reconciliation

How do you see the best way to cater for remote indigenous students in a dominate culture middle school program?

7. Conflict and Resilience

How do you deal with conflict and build resilience in your team?

8. Technology

Demonstrate a strong knowledge of classroom pedagogies for engaging and nurturing middle students within a rigorous Christian curriculum that integrates technology as a tool to enhance learning.

Desirable Criteria

- Additional qualifications in education or Christian Leadership
- LR (Light Rigid) Vehicle Licence
- Willingness to engage in new and emerging technologies from a sound biblical and pedagogical basis
- Experience working in rural or remote schools
- Experience in school leadership

Qualifications

- Registered or eligible for registration with the Northern Territory Board of Teacher Registration
- It is expected that all employees across NT Christian Schools will hold a *Certificate of Christian Education* from the National Institute of Christian Education (NICE). If employees do not hold this at the time of appointment, the opportunity is provided for all staff to complete this throughout their first year of employment.
- It is expected that Executive Staff will complete the foundations units in the Masters in Educational leadership through the National Institute of Christian Education (NICE). Staff are actively encouraged to complete their Masters. More information can be provided.

Other Critical Documentation

- Hold or eligible to hold a NT Working with Children Clearance (Ochre Card)
- A recent criminal history check is required for this position

Application Information

Thank you for considering the position of *NT Christian College Head of Middle School (Marrara campus)* within NT Christian Schools.

For your application to be considered please include the following:

Requirement	
A covering letter introducing yourself and describing your church involvement, skills, abilities, knowledge, qualifications and experience relevant to the position.	
A completed NT Christian Schools <i>Leadership Application Form</i> , which must include the names and current phone numbers of 3 referees, including the Minister or Pastor of the church or fellowship you are currently attending, and current Principal, Supervisor or Board Chair (if possible) who may be contacted to testify on your professionalism and Christian character.	
A signed copy of our Statement of Faith 'What We Believe'.	
A current curriculum vitae / resume that includes your personal details, current and relevant employment history, education, training courses, qualifications and professional memberships.	
Detailed response to the provided Selection Criteria.	

Applications can be mailed / emailed to:

Human Resources

NT Christian Schools

PO Box 228 KARAMA NT 0813

Telephone: 08 8920 4355

Facsimile: 08 8920 4399

human.resources@ntchristianschools.com.au

Website: www.ntchristianschools.com.au

Full applications must be received by Wednesday 20 September 2017

Position commences 18 January 2018 or as negotiated