



# Oakleigh Grammar

Policy Document Name	Positions of Responsibility
Date Ratified by Board of Management	June 2023
Date for Review	June 2026

## 1. Preamble

Oakleigh Grammar is committed to the establishment of an effective leadership and management group comprising several Positions of Responsibility (PORs).

In order to deliver a 'quality' education to its students, the School expects its leaders to incorporate the following three dimensions of professional practice into the performance of their roles:

1. 'Critical' as in reflective practice,
2. 'Transformative' as in open to professional growth and committed to improvement of practice, and
3. 'Ethical' as in truly professional and in congruence with School ethos.

A 'quality education' is defined as one that provides students with the necessary skills, in particular literacy and numeracy, to *engage* in the learning process, and to *discover* meaning and understanding. It identifies the giftedness of children and provides them with challenges that develop those talents. Ultimately, it produces creative thinkers, who are confident and articulate, and poised to make constructive contributions to society. It identifies the learning difficulties experienced by some students and provides support measures to address the learning needs of the student.

## 2. Commitment

The School commits to the following procedures and protocols in relation to the appointment of teachers to PORs:

1. PORs will attract the following minimum allowances for the duration of the Enterprise Agreement covering the period from 1<sup>st</sup> August 2023:

POR 1	\$10,520.00 per annum
POR 2	\$6573.00 per annum
POR 3	\$5262.00 per annum

2. PORs will normally also attract a specific amount of release time. The cost of release time per annum will normally be well in excess of the monetary allowance associated with the POR.
3. A PORs model structure will be presented to teachers for deliberation and discussion and serious consideration will be given to any modifications recommended by teachers.
4. All PORs will be advertised internally and possibly externally, and a duty statement for each POR will be published concurrently.
5. Applicants will be asked to submit a written application, and to indicate how s/he will be able to perform the duties contained within the duty statement.
6. All teachers who fulfill the requirements of point 5 will be invited to attend an interview for the position.
7. An initial appointment to a POR will be for a fixed term period of one year but will not exceed three years duration.
8. Teachers appointed to a POR will be provided with an induction program, and ongoing professional learning, designed to assist them to fulfill their duties.
9. Teachers appointed to a POR will undergo a formative performance review approximately half way through the period of appointment.