

Position Description

Fair Education Director

Overview

Schools Plus is a national charity supporting disadvantaged schools across Australia. We improve students' education outcomes and opportunities by increasing philanthropic support to their schools.

The Fair Education Program funds and provides coaching to individual schools and school clusters facing disadvantage in NSW through a competitive grants process. The Program commenced in 2016 following an extensive period of analysis in 2015 by the Vincent Fairfax Family Foundation (VFFF) Fair Education Working Group. The Program structure and resourcing have been developed by School Plus, the organisation engaged by VFFF to deliver the specific goal and outcomes articulated by the Working Group. It is now also running in Queensland and a small pilot is due to commence in Victoria.

The Program aims to build the evidence base about effective parent and community involvement in student learning.

The Fair Education Program builds the capacity of school leadership to design and implement evidence-based projects which more effectively engage parents and community through:

- Three-year project funding for individual schools or school clusters, via a competitive application process, to facilitate the delivery of a project focused on improving parent and community engagement in student learning.
- Leadership coaching to school leadership teams each term throughout the life of the project. Coaching is undertaken by a pool of coaches and focuses on building strategic leadership capability and providing support to schools to successfully deliver long-term, strategic projects to improve parent and community engagement in student learning.

Purpose of the Role

The **Fair Education Director** is a new role, established to lead the delivery of the Fair Education Program in NSW. The Director will also oversee the growth of Fair Education into other states ensuring the model continues to deliver successful outcomes for schools.

Responsibilities

Responsibilities of the **Fair Education Director** include (but are not limited to):

- Growing the program to enhance the authentic partnership of parents, communities, and other contributors
- Working with key stakeholders to develop a vision for the long term, strategic influence of the Fair Education program within the school system in NSW and beyond
- Designing and overseeing implementation of solutions and processes to promote a community of practice across participating schools and to support knowledge sharing between schools and the broader systems, including the design of the Fair Education Conference
- Engaging and building strong relationships with key stakeholders, including education jurisdictions in NSW (government and non-government), schools, the foundation partner and external evaluators with a view to scaling the Fair Education program based on evidence collected
- Continuing to evolve the model to ensure school teams are equipped with the leadership capacity to better engage parents and communities in meaningful ways
- Maintaining regular communications with schools and coaches to maintain interest, provide information and thought pieces, celebrate progress, request action and seek feedback
- Leading and liaising with a team of coaches in NSW to deliver the goal and outcomes of the Fair Education Program
- Ensuring schools are well placed to measure the outcomes of their projects, including collecting data and evidence of the program's effectiveness in conjunction with an external evaluation partner
- Ensuring fidelity of the model through the team of coaches and determine the most appropriate ways to build the influence of the program
- Working with the program manager to develop structures, systems and processes that enable and support program delivery

Stakeholders

- Vincent Fairfax Family Foundation (VFFF)
- An external evaluation team based in Melbourne
- Schools Plus team and coaches
- School leaders and their wider communities
- A wide range of other key education sector stakeholders

Experience and skills required

- Leadership experience leading and developing teams (Principal or senior educational role would be looked on favourably)
- Demonstrated knowledge of current literature/practices on parent and community engagement (in education would be looked on favourably)
- Experience in developing and implementing evaluation frameworks
- Experience in bringing communities together, in particular through establishing communities of practice and shared learnings
- Knowledge of not-for-profit environment and the education system is desirable
- Expertise in designing ways to substantially improve student outcomes through meaningful parent and community engagement, where they are authentic and valued partners with the school
- Ability to lead, mentor and enable team members
- Strategic ability to design and implement high impact strategic programs within the school education system
- Outstanding written and verbal communication skills to engage different senior level stakeholders
- Ability to undertake advocacy work for the Program

Personal Attributes

- Excellent organisational and time management skills
- Positive and energetic team player, with adaptability to work within a small team and changing circumstances
- Flexible approach, willing to listen and engage with others' ideas
- Passion for education and wanting to make a difference.