



Head of School

Join Our Team

Cultivating Creativity. Inspiring Excellence.

The Australian Performing Arts Grammar School is a unique independent school where academic excellence and creative achievement are equally celebrated. We inspire young people to pursue their passions through an enriched curriculum that nurtures confidence, independence, resilience, and a strong sense of belonging within a supportive and vibrant community.

Guided by our core values of **Respect, Commitment, and Connection**, we foster an environment where students are encouraged to think creatively, strive for excellence, and realise their full potential both in the classroom and through the performing arts.

We are seeking an exceptional educational leader to join our community as **Head of School**. The successful applicant will provide visionary leadership, champion excellence in teaching and learning, and cultivate a culture of innovation, collaboration, and creative growth.

This is an exciting opportunity for a strategic and inspirational leader to guide a boutique independent school towards its next chapter of growth. Working collaboratively with the Board, staff, students, and the wider community, you will lead the implementation of a bold vision that strengthens academic outcomes and enhances the School's distinctive identity in the creative and performing arts disciplines.

Position Overview

The Head of School is responsible for the overall educational leadership, strategic direction, and day-to-day management of the Australian Performing Arts Grammar School.

Reporting to the Board of Directors and working collaboratively with the staff, students, and wider community, you will lead the implementation of a bold vision that strengthens academic outcomes and enhances the School's distinctive performing arts identity, while driving sustainable enrolment growth, managing operational responsibilities and ensuring compliance with regulatory requirements.



Key Responsibilities

Strategic Leadership

- Develop and implement a clear strategic vision aligned with the School's mission and values.
- Promote a culture that reflects the values of Respect, Commitment, and Connection.
- Develop strategic initiatives to attract high-performing students and staff who are aligned with the School's mission and values.
- Lead the School in achieving its educational, operational, and strategic priorities.
- Drive sustainable enrolment growth and school awareness through sector targeted marketing and community engagement.
- Foster innovation, continuous improvement, and excellence across all aspects of school life.
- Provide informed advice and recommendations to the Board of Directors regarding strategic planning and future development.

Teaching and Learning

- Lead the development, implementation, and evaluation of an innovative curriculum that integrates academic excellence with the performing and creative arts.
- Ensure high-quality teaching, learning, assessment, reporting, and curriculum delivery across all year levels.
- Drive continuous improvement in student achievement, including NAPLAN, HSC, and internal academic outcomes.
- Establish and monitor evidence-based practices that improve student learning and engagement.
- Oversee and build upon the teaching and learning of students who have been identified as having specific learning needs through adjusted curriculum, support and enrichment.
- Actively participate in classroom teaching where required.
- Ensure compliance with NESA curriculum and assessment requirements.

Leadership of Staff

- Build and sustain a high-performing, collaborative professional culture.
- Mentor, coach, and develop teaching and leadership staff to achieve excellence in classroom practice.
- Monitor teacher performance and provide meaningful feedback and professional support.
- Foster accountability while recognising and celebrating excellence.
- Lead performance development processes consistent with School expectations.



Student Wellbeing and School Culture

- Promote an inclusive, respectful, and safe learning environment where every student is known, valued, and supported.
- Lead strategies that enhance student wellbeing, attendance, behaviour, engagement, and personal growth.
- Develop initiatives that support successful transitions into Year 7, Stage 6, and post-school pathways.
- Model the highest standards of professionalism, integrity, and ethical leadership.

Community Engagement

- Strengthen partnerships with parents, carers, alumni, and the wider community.
- Promote the School through active engagement with prospective families and community stakeholders.
- Support enrolment growth through positive representation of the School's vision and unique educational offering.
- Foster a culture of open, transparent, and respectful communication.

Governance and Compliance

- Ensure the School operates in accordance with all legislative and regulatory requirements, including NESA, child safeguarding obligations, and workplace legislation.
- Maintain and oversee effective school policies, systems, and operational procedures.
- Lead risk management, compliance, and continuous quality improvement initiatives.

Operational Leadership

- Oversee the effective day-to-day operation of the School.
- Ensure strategic initiatives are successfully implemented and regularly evaluated.
- Monitor and control expenditure in line with budget allocations.
- Collaborate with the Board to achieve long-term organisational goals.

Reporting and Strategic Planning

- Prepare reports for the Executive Committee and Board of Directors.
- Provide fortnightly Executive reports and termly Board reports.
- Contribute to the development of annual reports, business plans, strategic plans, and school improvement initiatives.
- Monitor progress against strategic objectives using measurable performance indicators.



Selection Criteria

The successful applicant will demonstrate:

- Proven experience in senior educational leadership.
- A clear strategic vision for contemporary education.
- Outstanding instructional leadership and curriculum knowledge.
- Demonstrated success in improving student outcomes.
- Exceptional interpersonal, communication, and relationship-building skills.
- Strong organisational and management capabilities.
- Experience leading change and driving continuous improvement.
- A commitment to child safety, wellbeing, and inclusive education.
- Comprehensive understanding of NESA requirements and independent school governance.
- A passion for educational excellence and the performing arts.

Qualifications

Essential:

- NESA Accreditation.
- Current NSW Working with Children Check.
- Relevant teaching qualifications.
- Experience in educational leadership within an independent or secondary school setting.

Desirable:

- Experience in strategic planning, enrolment growth, and organisational development.
- Experience within a performing arts or specialist school environment.

Salary

A remuneration package will be negotiated with the successful applicant and will reflect their qualifications, experience, and demonstrated leadership capability.