



St Leonard's College  
An education for life.

# Your Career

at St Leonard's College



## St Leonard's College

An education for life.

We invite you to learn more about St Leonard's College and discover why we are an employer of choice within the education sector.

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# Introduction

## From the Principal

*Thank you for considering St Leonard's College as a prospective employer. Our College is a wonderful place to work for many reasons, as outlined for you throughout the following pages.*

*St Leonard's has a proud history of pioneering progress and innovation in education and curriculum development. In 1972 we became the first single-sex independent school in the state to introduce coeducation. In 1982 we became the first Victorian school to offer the choice of the VCE or International Baccalaureate Diploma Programme as pathways to tertiary education. Today our pedagogy and programs are informed by the world's very best academic research from the most respected organisations. We recognise that "the quality of a school cannot exceed the quality of its teachers" (McKinsey Report) and we offer highly sought after professional learning opportunities from global leaders in education such as Harvard University. These programs inspire our teaching staff with the most*

*progressive and innovative scholastic models and practices.*

*St Leonard's College is also the very first Australian school to be independently invited in 2018 to support the work of the OECD's **Future of Skills and Education 2030 Project**.*

*We provide our employees with the access to outstanding facilities, resources, support and professional development. I encourage you to join one of our College tours to learn more about why we are one of Australia's most innovative and thriving professional communities.*

**Stuart Davis,**  
**Principal**



# Our Vision

Our vision is to provide all students with an education for life.

We foster the personal qualities necessary for lifelong learning.



# Our Mission

Through inspiring and caring teachers, and in a physically, emotionally and spiritually safe coeducational environment, St Leonard's College provides an exemplary innovative education for its students, enriched by the traditions of its heritage.



# Our Values

## Lifelong learning

We value and develop the essential personal qualities and skills for lifelong learning, including self-confidence, integrity, resilience and creativity. A St Leonard's education prepares students to take their place in the world and make meaningful contributions to society.

## People

Our young people are encouraged to embrace diversity and individuality as well as collective responsibility.

## Partnership

We consider education to be a partnership between students, teachers and parents, each with their separate roles and responsibilities.



## Teachers

Our teachers are committed to continuing personal and professional development and embrace educational innovations. They are fully equipped to adapt to the rapid changes in education.

## Community

Students become aware of the needs of the wider community and learn to engage in the world outside of the College community.

## Environment

We are committed to protecting the environment as well as addressing the challenges that will face future generations.

## Diversity

We welcome all cultures and celebrate diversity. Our students are encouraged to engage with people and cultures that are outside of their immediate world.



# Statement of Democratic Principles

The VRQA Minimum Standards for School Registration includes a standard concerning the school's adherence to Australian democratic principles and practice.

This standard is as follows:

The programs of, and teaching in, a school must support and promote the principles and practice of Australian democracy, including a commitment to:

- elected Government;
- the rule of law;
- equal rights for all before the law;
- freedom of religion;
- freedom of speech and association;
- the values of openness and tolerance.

St Leonard's College is committed to the principles of a liberal democracy.

- We believe in an accountable, democratically elected government.
- We respect and observe the rule of law, and believe that no person is above the law.
- We believe in equal rights for all before the law, regardless of race, ethnicity, religion, sexuality, gender or other attributes.
- We believe not only in the freedom of religion, but also the need to practice tolerance and understanding of others' beliefs.
- We believe in the value of freedom of speech and freedom of association, but also acknowledge that we have the responsibility not to abuse this freedom.
- We believe in the values of openness and tolerance, and value and respect all members of the school community regardless of background.

# What makes St Leonard's College a great place to work?

The best way to gauge what it's really like to work within an organisation is to hear directly from current team members. Our people share with you why they choose to work at St Leonard's College.



*“Teaching Outdoor Education at St Leonard's College is my dream job.*

*The OED program is an amazing sequential journey that exposes students to a variety of environments, locations and activities, and I get to do it all with them! The students are having so much fun, they do not realise how they are growing in their confidence, resilience, team work and leadership skills.”*

**Benjamin Woolhouse,  
Head of Outdoor Education**



*“Engaging with any of the Hart Theatre Company productions staged by St Leonard's College is an **utter joy!** Getting to know the students who make up the casts and crews of the productions introduces you to a side of their personalities that aren't revealed in a classrooms setting.”*

**Kim Anderson,  
Head of Theatre Productions**



*“St Leonard’s College offers staff the opportunity to be a part of a wonderful learning experience. This is achieved by our immersion in a number of leading educational practices in order to benefit our teaching in the classroom.”*

**George Katris,  
Head of Learning, Commerce**



*“I thoroughly enjoy the diversity of my administrative role and the opportunity to work with professional educators and be at the forefront of the changes in education.”*

**Jayne Sheehan,  
Senior School Administrator**



*“The atmosphere at St Leonard’s is positive and supportive. I’ve really enjoyed working alongside both the staff and students.”*

**Ben Gooding,  
Spanish Teacher**



*Whilst I head up Community Sport, I’ve also enjoyed being able to help develop worthy initiatives such as The Warruwi Community School (NT) Partnership. This includes an immersion program to develop student awareness of our indigenous culture and some of the difficulties facing remote indigenous communities. We also now have three indigenous scholarship students from Warruwi attending the College. I’m grateful that I’ve been able to help make a difference – developing student understanding and awareness of our indigenous people, creating an authentic program where there is an ongoing connection.*

**Mark Slykhuis,  
Head of Community Sport**

# Rewards and Benefits

St Leonard's College offers an enviable array of staff benefits that position us as an employer of choice within the education sector, both nationally and globally. The calibre of our progressive curriculum and professional learning, in addition to our outstanding employee benefits, have attracted some of the best teachers from around the world.



## Smaller Class Sizes

Our class sizes have a maximum limit of 22 students. Our VCE average class size is 14.6 and our IBDP class size is 11.4. This enables our teachers to provide high quality support and instruction to our students within their various learning areas.



## Ideal Lesson Times

Our longer lesson times of 80 minutes, and reduced number of periods per day (four teaching periods plus one 35 minute mentor period), facilitate a rewarding depth of subject exploration and educational instruction.



## Staff Mentoring and Support

Our St Leonard's 'triad' model provides a robust supportive framework for our teaching staff. Additionally, all new staff members are allocated an induction mentor.



## Professional Learning

Our staff are professionally guided by the latest international research and training programs to drive significant innovations, ensuring they are at the very forefront of the latest and most advanced academic practices. Further information is provided on page 16.

# Rewards and Benefits



## Inspiring Green Environment

The St Leonard's College campus situated in East Brighton offers a 'green' environment with beautiful old trees and College lawns.



## Health and Fitness

Staying fit and healthy at St Leonard's is simple with our variety of College initiatives, including:

- Yoga classes
- Complimentary health and fitness activities



## Outstanding Facilities

Staff at St Leonard's are able to enjoy access to outstanding campus facilities including:

- Indoor swimming pool
- Gym facilities
- Fitness assessment equipment



## International travel opportunities

We provide our students and staff with international travel opportunities spanning a broad range of activities from music tours through to the year 9 'Big Experience'.

# Rewards and Benefits



## Mindfulness and Spirituality

St Leonard's College recognises the importance of nurturing the mind, body and soul.

We offer:

- Mindfulness and meditation activities
- 'Soul Food' sessions in our chaplaincy space



## Fabulous Food

Our St Leonard's College subsidised cafeterias offer delicious daily delights that cater to all tastes! Staff are also provided with a convenient take-home meal service with tasty and nutritious weekly options to purchase via the Flexischools online ordering system. Plus, staff are provided with complimentary fresh fruit delivered weekly.



## Staff Social Functions

St Leonard's College staff enjoy regular staff social activities that foster a connected community.

From fancy dress events, to bowling and trivia nights there are plenty of opportunities for staff to get to know their colleagues.

# Rewards and Benefits



## Opportunity to give back to the community

We encourage our students and staff to be responsible global citizens, giving back to our local, national and global communities.

Our Lennie's Van initiative enables staff and students to be actively involved in providing food services to those considered "food vulnerable" within our local community.



## Staff fee reduction scheme

We encourage our loyal team to provide their children with 'an education for life' at St Leonard's College – by providing access to a fee reduction scheme for our staff.

Plus, staff with children in our ELC through to year 6 receive complimentary before and after school care.



## Community Events

St Leonard's College offers a variety of community events to enjoy.

Our Community Day Fair in March is a particular favourite on our annual calendar.

# Career Opportunities

St Leonard's College offers outstanding career opportunities across the full range of education sectors including early learning, primary and secondary education.



Early Learning Centre



Junior School



Award winning Year 5 and 6 model



Middle School



Senior School - IBDP Pathway



Senior School - VCE Pathway

# Professional Learning

Our teachers are advantageously placed at the very forefront of global innovation in scholastic models and pedagogies.

The delivery of our College Vision to provide 'an education for life' is enabled by the very best research, data, resources and educational organisations in the world including:

**Harvard University Graduate School of Education**

**Headmasters and Headmistresses Council (HMC, UK)**

**Grattan Institute**

**McKinsey and Associates**

**Organisation for Economic Co-operation and Development (OECD)**

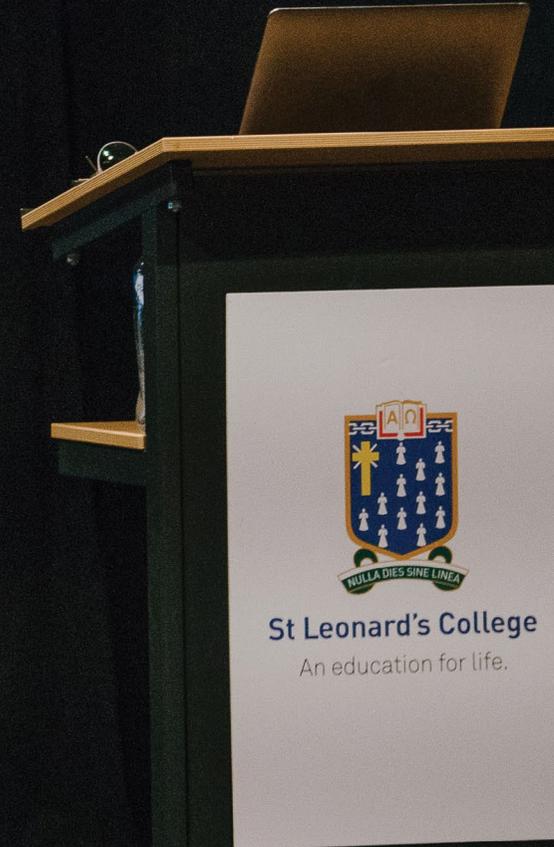


# Professional Learning

*“The culture producing cutting-edge teaching and learning practices at St Leonard’s College is exemplified by its relationship with Ron Ritchhart and the Cultures of Thinking team from Harvard University. Working in this environment, with these opportunities, means that I am constantly encouraged to reflect on, challenge and enrich my teaching practices; here, innovative teaching is not only supported, but expected. Empowering me to engage in dialogue that questions and re-imagines what the landscape of teaching and learning might be has allowed me to flourish as a professional, and has led to richer, more rewarding experiences in my classroom.”*



Catriona Woodford,  
**Head of Year 7, St Leonard’s College**



# Professional Learning

*“I feel incredibly fortunate to be part of a community that remains at the cutting edge of innovative and transformational professional teacher development. St Leonard’s partnership with Harvard University and Ron Ritchhart’s, Cultures of Thinking framework, has afforded me rich professional learning, and a more targeted approach to classroom culture, and powerful learning opportunities aimed at developing critical and creative thinkers.”*



Lynn Griffen

English Teacher, St Leonard’s College

*“I am grateful for the Professional Learning opportunities that exist for staff at St Leonard’s College. Those who join the College, join a community of professionals and are immersed in a culture of lifelong learning led by global educational minds.*

*The Cultures of Thinking workshops facilitated by Ron Ritchhart was a highly engaging and inspiring experience. My classroom practices continue to be improved as a teacher at St Leonard’s College, which importantly, provide greater learning opportunities for our students.”*



Simon Daniels

Head of Years 5 and 6, St Leonard’s College

# Professional Learning

St Leonard's College was delighted to have been selected to host the Harvard Graduate School of Education's Project Zero 'Education that Matters' conference in March 2022.

This international conference will focus on themes that invite participants to reflect on what and how students should learn in order to thrive in today's complex world.

St Leonard's College teachers attending this event will gain invaluable professional development, hearing from global leaders in education. Harvard's Project Zero researchers will highlight their acclaimed work on Leading Learning and Change, Promoting Civic Engagement, Creating a Culture of Thinking, Developing Agency by Design, Growing Up in the Digital Age, and Making Learning Visible.

To learn more about this event please visit [casieonline.org/pz-mel](https://casieonline.org/pz-mel)



# Innovation and Excellence

## Acclaimed and Awarded

St Leonard's College was proudly recognised as the 2017 and 2018 Winner of The Educator's Innovative Schools Award. This is a testament to St Leonard's ongoing commitment to innovation in all aspects of learning, including technology. This prestigious award is presented to Australian schools leading the way in efforts to best prepare students for tomorrow's world.



St Leonard's College was also recognised as a finalist in the 2019 Australian Education Awards – Primary Non-government category. This national recognition as one of the top 10 primary schools in Australia acknowledges St Leonard's as one of the country's top performing, most innovative schools.





# FAQs

Can I tour the College to learn more?

Yes, we encourage you to register for a tour where you can explore St Leonard's College to gather information from staff and students about our programs and facilities, and to understand how our teaching staff are fundamental to our students' success.

How can I learn more about the leadership at St Leonard's College?

Our Principal, Stuart Davis, provides wonderful insight into the vision and values of our College during our tours. Please email Virginia Tonc, Head of Human Resources at [Virginia.Tonc@stleonards.vic.edu.au](mailto:Virginia.Tonc@stleonards.vic.edu.au) to register for a tour.

Can I register my interest for a position that may not be available yet?

Yes, we would love to hear from you to ensure we have your details recorded on our system for any future opportunities within the College. To register your interest please visit [stleonards.vic.edu.au](http://stleonards.vic.edu.au) > Careers > Register Your Interest



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# Contact

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Follow us on LinkedIn for the latest professional updates and job advertisements.

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