



**Parklands**  
CHRISTIAN COLLEGE



APPOINTMENT OF  
DEPUTY PRINCIPAL  
Application Pack



## Appointment of Deputy Principal

Parklands Christian College is a non-denominational Christian, co-educational P-12 school with over 880 students in a strong period of enrolment growth and clear strategic direction. Our Primary School comprises Prep to Year 6; Middle School Year 7 to Year 9, and Senior College Year 10 to Year 12. Parklands provides a balanced, quality education, enabling individual students to gain the foundations necessary for living a meaningful life beyond school. Committed, caring, and encouraging staff ensure that all students have the opportunity to perform to the best of their ability. We also own and operate an onsite early learning centre (6 weeks to 5 years), Parklands Little Learners, as well as an Outside School Hours Care program.

The role of the Deputy Principal is integral in managing the educational responsibilities of the College. Due to sustained growth, our College is experiencing steady growth in student enrolment and faculty size. This growth necessitates additional leadership to ensure continued excellence in our educational offerings and administrative operations.

The Deputy Principal also plays a crucial role in supporting the Principal, managing day-to-day operations, and implementing strategic initiatives. This role is vital in maintaining the high standards of education and student welfare at our College. With the anticipated growth and development of the College, it is essential to have a robust leadership team. The Deputy Principal, in conjunction with the Principal, will be instrumental in driving long-term strategic goals and ensuring smooth transitions during periods of change.

Parklands Christian College is located on hilltop land in Park Ridge, Logan City, with a spectacular outlook over the picturesque landscapes of the Scenic Rim. It neighbours the property of Parklands Christian Church (ACC), and together they constitute the ministry of "Parklands".

The College Board invites applications from well-qualified and experienced applicants who can help lead the College into its next phase of growth and development.

It is anticipated that our new Deputy Principal will take up the appointment from January 2025 with a potential transition period during the latter part of 2024.

A handwritten signature in black ink, appearing to read 'G Mann', with a long horizontal stroke extending to the right.

Gavin Mann  
Board Chair  
Board of Directors - Parklands Christian College Limited



## Message from the Principal

Thank you for considering Parklands Christian College as your next place of employment and ministry.

Parklands Christian College is seeking a qualified and experienced Christian leader for the role of Deputy Principal as we embark on an exciting phase of growth and development in 2025 and beyond.

Located on 45 acres in the heart of Park Ridge in Logan City, Queensland, the College enjoys an excellent local reputation and a strong, vibrant Christian community. We work closely with our church, Parklands Christian Centre, to foster this environment.

As a moderate fee school, we are competitively positioned within the Logan community. The college is owned and operated by Parklands Christian College, a not-for-profit company limited by guarantee. Our Board of Directors primarily comprises members from the Parklands Christian Centre congregation. The Deputy is a regular contributing observer to Board meetings.

The Deputy Principal position has become available due to Miss Jessica Grounds' decision to conclude her term at the end of this year. Jessica has faithfully contributed to Christian education at Parklands for 12 years, serving as Deputy Principal since her appointment in 2022.

We seek a Deputy Principal who can embrace the vision of Parkland' ministry and help guide our College into an exciting future with care and dedication. Our partnership with our church is crucial to us and forms a strategic part of our future direction as we welcome families into our faith-based community. While the Deputy Principal is not required to attend our church, we encourage applicants to consider making [Parklands Christian Centre](#) their spiritual home.

I invite you to learn about our College and the wonderful things God has done and continues to do in our community. Please know that the College Leadership and Board of Directors are committed to praying for our potential applicants and seeking the person whom God has chosen for this role.

We anticipate announcing the new Deputy Principal to the school community by the end of Term Four, with the appointment starting in January 2025. There may be an opportunity for a late Term Four start to facilitate a smooth transition..

Thank you for your prayerful consideration of this opportunity.

Yours faithfully,

Gary Cully  
Principal

[Gary Cully on LinkedIn](#)



## Our CLEAR Values

Our CLEAR values describe the foundational principles of life at Parklands Christian College.

1. Christlikeness: We aim to imitate Jesus and trust God to transform our hearts and minds to become more like Him.
2. Learning: We seek to understand the world to discover its Creator and become equipped to contribute to His creation.
3. Excellence: We endeavour always to do our personal best with unselfish dedication, help others to do the same, and trust God to complete our efforts.
4. Attitude: We grow by choosing to walk the journey of life together, connected through care, acceptance, compassion and our hope in God.
5. Respect: We reflect the love and forgiveness that God offers to us in the way we value others and our world.

## Our Motto

Foundations for Life

## Our Mission

Our mission is to care for students through a quality Christian education that inspires them to flourish, to love God and to love others as themselves.





## Our Future 2025+

Building on our existing Strategic Plan, we are entering an exciting phase of growth and development.

- **Education** - As a contemporary learning community, we share the journey of discovering God in the created world. We aim to grasp and desire all that is good, true and beautiful. Our teaching inspires students to approach the world with curious and analytical eyes, and creative and disciplined minds.
- **Community and Relationships** - As a growing school community, we are committed to maintaining connection. We are called to reach out and serve one another within our College, our Church community, the Logan community and cross culturally.
- **Built Environment** - Our built environment encourages our community and its members to thrive. It expresses both a vibrancy of life and a contemplative peace. Learning occurs within innovative and engaging physical spaces that cater to different student needs. Performing arts, sports, and vocational education facilities encourage students to develop an extensive range of talents.
- **Corporate Sustainability** - We accept our social responsibility to make a Parklands education accessible and relevant to our community. Our growth and the application of sound financial principles ensure that economic barriers to enrolment remain as low as possible. Our school culture and values guide the College into a new phase of development. We are dedicated to ensuring our College is economically, humanly, socially and environmentally sustainable.

Currently, Parklands is experiencing a period of significant growth. By 2029, we anticipate our student population to reach approximately 1100, in addition to 76 children enrolled in [Parklands Little Learners](#). As we transition from a two-stream school to a three-stream school, our focus remains steadfast on nurturing and supporting our community. We are committed to safeguarding our mission, while also providing exceptional care for our families. This expansion presents a wonderful opportunity for us to enhance our educational offerings and strengthen our community bonds, ensuring every student and family feels valued and supported during this period of transformation.

### Our Staff

There are currently approximately 170 staff on campus. Staff are actively involved in their local churches and are associated with a range of Christian denominations. We are committed to hiring staff who demonstrate excellence in their field, who wholeheartedly support the College's values and ethos, and who confess to a strong personal Christian faith.

### Our Students

The students at Parklands Christian College come from nearby suburbs within a 5-30 km range. They are diverse in their talents and qualities; being academic, practical, musical, creative, loving, and continuously growing and developing, much like most students.

### Our Families

Our College families are the heartbeat of our school community. As a combined whole they carry the vision and mandate of our College, and as individual family units, they bring their own uniqueness. We have a diverse range of cultures, nationalities, and structures. We firmly believe that education involves the development of the whole child, and that the child is best served when there is understanding and cooperation between home and school.



## Learning Environment

Teaching and learning at Parklands Christian College is underpinned by a blend of social constructivist and progressivist theories of knowledge, accessed through a Christian worldview. These sociological understandings ask us to see students as individual learners, created for purpose by God, capable of achieving personal success regardless of their starting point. Our CLEAR pedagogical framework (Clear vision and goals, Leadership in learning, Embracing organisational change, Affirming individuals and Right relationship) provides the foundations for our ways of working. In addition, we support students in their wellbeing and behaviour education through a Responsible Thinking Process, managed in collaboration with our social workers.

## The Role

We seek an exceptional Christian Leader who can support our mission to care for students through a quality Christian education that inspires them to flourish, to love God and to love others as themselves.

The successful application will also build rapport and trust with the school community through integrity, a high level of competence and professionalism regarding communication and relational skills, as well as highly developed IT skills to assist with the day-to-day management responsibilities of the College.

<b>Position title:</b>	Deputy Principal
<b>Reports to:</b>	Principal
<b>Works with:</b>	College Executive and Senior Leadership team
<b>Supervises:</b>	Education Executive Team
<b>Salary range:</b>	\$173,000 - \$183,000 per annum plus superannuation
<b>Hours:</b>	Permanent-Full Time
<b>Commences:</b>	January 2025 - with the potential of a transition period in Term Four, 2024.

## General Employment Conditions:

- Wages and employment conditions will be in accordance with the relevant award and Parklands Christian College.
- Enterprise Agreement in place at the time of the appointment.
- Salary payments are made directly to a bank/credit union on a fortnightly basis.
- The College is a smoke-free environment. No smoking or alcohol consumption is permitted on campus.
- Policies and procedures are in place for College staff including those required by workplace laws.
- It is important that these policies and procedures are adhered to. The College is committed to a safe and healthy workplace and adheres to various policy and procedure documents including a Workplace Health & Safety policy.
- All new employees undergo an induction upon commencement of employment.



## Position Description

The Deputy Principal, as a member of the College executive and leadership team, assists the Principal in the leadership and operations of Parklands Christian College.

The Deputy Principal focuses on providing supervision to the Education Executive team. The Deputy Principal assists the Principal and the Heads of School (Primary, Middle and Senior) in undertaking executive leadership tasks to achieve our mission and vision. The purpose being to assist students to flourish in the areas of education, faith and wellbeing.

The successful applicant will have an appropriate educational qualification, leadership and management experience in Primary, Secondary or Prep-12 education. They will also have a strong commitment to Christian Education and the capacity to work and engage within a diverse community made up of staff, students, families, and community stakeholders.

### Key Result Areas:

In partnership with the Executive Leadership team, the Deputy Principal is required to be routinely anticipating, identifying, minimising, overcoming, and solving problems in collaboration with the leadership team.

### Strategy & Leadership:

- Lead a whole school education platform and lead the Education Executive (Head of Schools, Head of Curriculum, and Head of Assisted Learning), inspiring them to commit to a shared educational vision, expressed through the Strategic Plan.
- Assist the Principal in leading the Education Executive and engage them in professional conversations that lead to improvement in leadership and professional practice. This includes regular discussions of CLEAR values, pedagogical review, and professional conversations promoting growth and reflective practices.
- Assist the Principal to strategically direct leadership development and ongoing learning and professional development.
- Act in the position of Principal when the Principal is absent
- Manage the development and implementation of Educational Annual Operations Plans, checking alignment to the College Strategic Plan and project budgeting appropriate to the College's annual budget.

### Relationships & Culture:

- Form Prep-12 partnerships that enhance school culture, including:
  - active involvement in the facilitation of parent and student events and communications
  - monitor and evaluate special events
  - approve education events and conduct event reviews
  - be an active member of the fete committee
  - assist in the College's marketing strategy
- Meet regularly with the Project Officers in collaboration with the Business Manager to manage communications and events, including strategic alignment across Prep-12.
- Deputise for the Principal at meetings, presentations, functions, and decision making, as required.
- Contribute to the induction of new staff, alongside the Heads of School and the People and Wellbeing Officer.



### **Compliance & Risk Management:**

- Have a thorough understanding of legislation and policies that impact on schooling, as well as provide feedback and training to the Education Executive, staff, and parents where applicable.
- Promote connected and professional interactions between the Operations and Education teams for the purpose of compliance and risk oversight.
- Coordinate policies and their effective implementation to promote quality recruitment in collaboration with the People and Wellbeing Officer.
- Be aware of and actively involved in the health and safety of all students, staff, and visitors. For example: fire drills, first aid etc., in collaboration with the Facilities Manager.
- Coordinate accreditation procedures.
- Review and oversee compliance with educational policies.

### **Operations & Planning - Prep-12 :**

- Support staff in their identified goals and growth areas, based on reflective practice in collaboration with the Business Manager.
- Support the Heads of School in coordinating the resolution of parent concerns.
- Contribute to the planning and creation of effective Secondary timetables.
- Supervise the management of Heads of Faculty and Year Level Coordinators.
- Monitor staff morale & wellbeing.
- Coordinate staff meeting schedules with Heads of School.
- Coordinate and monitor the supervision of pre-service teachers.
- Oversee the student leadership program.
- Manage International school visits to Parklands.
- Manage growth & culture.
- Attendance at College events..
- Board meetings - contributing observer.
- Participation in teaching and learning.
- Management of expulsions & critical incidents..
- Oversight of education recruitment.
- The Deputy Principal will also need to facilitate strategic connections between our OSHC, Parklands Little Learners (ELC), and the College.

The strategic components of the Deputy Principal role will be tailored to the experience and skills of the preferred candidate.





## Application Process

As we pray for our incoming Deputy Principal, we invite you to highlight in your application how your leadership and educational experiences will enhance and influence our ability to care for our students, staff and families and create valuable learning and connection opportunities now and for our future.

All applicants must be:

- An Australian Citizen or
- A permanent resident or
- Have an appropriate permit to work in Australia

Applicants are to:

- Download and complete the [Employment Application Form](#) from the College website.
- Create a covering letter
- Submit Curriculum Vitae including:
  - Work History
    - including a short statement about why the applicant chose or is choosing Christian Schooling
  - Relevant achievements and career highlights
    - Highlighting management experience
  - Personal and professional referee list
  - Pastoral Reference
  - Personal Testimony (500 words max)
  - Qualifications
- Philosophy of Education (1000 words max)
- Copies of qualifications and teacher accreditation from QCT

Successful applicants will also need to provide a statement(s) of service.

Applications Close: 20 September, 2024

Submit the completed documents above to:

Alison Kingdom, People & Wellbeing Officer  
[recruitment@parklands.qld.edu.au](mailto:recruitment@parklands.qld.edu.au)

## Timeline

