

Principal in Residence Fact Sheet

Overview

An exciting opportunity for principals and assistant principals from the government, Catholic and independent schools to enhance their leadership skills, influence system coherence and develop broader project and program experience within the education sector.

The Principal in Residence role at the Victorian Academy of Teaching and Leadership (the Academy) is a temporary transfer (for government school leaders) or a secondment (for Catholic and independent school leaders) from a current school into the Academy, generally for 12-months (see p2.)

Principals in Residence work across the Academy to provide subject matter expertise and thought leadership and advice in the co-design and delivery of Academy professional learning programs, resources and guidance.

The Principals in Residence work closely alongside and lead teams of dedicated and highly skilled professionals, including Victorian Public Service staff and Expert Teachers in Residence from across the school sectors to support the Academy to meet its objectives.

This experience provides an exciting pathway for principals and assistant principals to deepen their knowledge, expand their networks and lead at a system level.

Through working at the Academy, principals will have first-hand access to some of the most influential education leaders, both local and from across the globe.

Whether it be participating in professional learning on offer through the Academy or working with Academy staff, as well as local and international experts to inform program design, there is huge potential to further develop skills and knowledge that can be taken back into schools and networks to improve outcomes for students.

Benefits



Strong relationships with colleagues in the corporate office who have a direct relationship with school operations



An improved understanding of decision-making processes sitting behind policy implementation



Enhance and develop your own leadership capabilities and the capabilities of others

There are many benefits for an individual principal and the system more broadly in taking up a role at the Academy. Principal in Residence positions contribute to strengthening the system through enriching professional experiences.

There will be opportunities to:

- strengthen potential career pathways into public policy and system level positions
- help strengthen the professional development of school leaders in a range of strategic leadership skills and priority areas
- work alongside others with similar and different skill sets to learn and grow
- apply knowledge and experience to help resolve real-world education issues
- strengthen professional practice, through the development of stronger relationships between school and corporate areas, enabling greater understanding of how each operates and of departmental policy.
- work across the state including in regional centres to build knowledge of schools in varied contexts

Summary conditions

A summary of Principal in Residence arrangements is provided in Table 1:

| Item | Arrangement to apply |
|-------------------------------|--|
| Position | <p>The Principal in Residence role (PiR) is for practicing principals and assistant principals i.e. substantive Principal Class for a set period (see duration of assignment below) with the intention to return to their school at the conclusion of the tenure period.</p> <p>Applicants are expected to fully commit for the entire initial 12-month period. Extensions may be available subject to performance in the role, and Academy discretion.</p> <p>The PiR will lead a portfolio of responsibilities within a team/unit. In some cases, the portfolio may span branches and teams. Key accountabilities can be found in the position description.</p> |
| Remuneration | <p>Government school applicants:</p> <p>The PiR role is a 'temporary assignment' and will be remunerated as per the current contract of employment.</p> <p>The PiR role may also be available to a Teaching Service employee in a corporate role who holds or has held a substantive principal class role within the past 23 months.</p> <p>Independent and Catholic school applicants:</p> <p>Remuneration is by a secondment and expected to be at the applicant's current salary.</p> <p>Candidates from the independent and Catholic schools will be offered a secondment consistent with a <i>Memorandum of Understanding</i> between the Academy and the substantive employer.</p> |
| Commencement | <p>Government school applicants:</p> <p>Commencement in the position will be by agreement with the candidate and their principal (if the candidate is an assistant principal), or, if the candidate is a principal, the regional director or delegate.</p> <p>Independent and Catholic school applicants:</p> <p>Commencement in the position will be by agreement with the candidate and their employer.</p> |
| Duration of assignment | <p>The duration of the assignment will be by agreement in accordance with the arrangements for commencement set out above but will be at least 12 months and not more than 36 months if extensions are agreed.</p> <p>Government school applicants:</p> <p>For government teaching service employees, in the event the employment contract expires during the temporary assignment, normal contract renewal processes will apply.</p> <p>Independent and Catholic school applicants:</p> <p>Candidates from independent and Catholic schools must have a contract of employment that exceeds the length of secondment to the Academy.</p> |
| Return to base school | <p>At the conclusion of the temporary assignment, the Principal in Residence will return to their school.</p> |

| Item | Arrangement to apply |
|-------------------|---|
| Attendance | <p>Attendance is required during school vacation periods for Principals in Residence. Annual leave entitlements are as set out on HRWeb: https://www2.education.vic.gov.au/pal/annual-leave-teaching-service/overview</p> <p>Other leave entitlements are as per the leave available to employees in the teaching service for teaching service employees (found on HRWeb https://www2.education.vic.gov.au/pal) or as per the Secondment Agreement for Catholic and independent sector candidates.</p> |