

## Role Description

### Inclusion and Diversity

We all have a role in making our workplace one that embraces and values diverse backgrounds, perspectives and life experiences, creating a workplace where [we all belong](#).

Reasonable adjustments may be discussed with your manager, approved and documented to support and promote human rights and diversity across the workforce.



## Principal Advisor

Job Evaluation No.	<b>23332</b>	CM No.	<b>20/510319</b>
Work Unit	<b>Darling Downs South West Region Early Childhood and State Schools Division</b>		
Location	<b>Toowoomba</b>		
Classification	<b>PO6 Qld Public Service Officers and Other Employees Award - State 2015 36 ¼ hour week</b>		
Job Type	<b>Temporary Full-time A period of 6 months unless otherwise determined</b>		
Salary Range	<b>\$140, 726 - \$148, 738 per annum</b> Salary is reflective of full-time employment (1.0FTE) <i>Plus superannuation contributions of up to 12.75% of your annual salary.</i>		

### Your employer

The Department of Education (DoE) is committed to delivering responsive services focused on equity and excellence to Queenslanders and their communities. We promote equity and excellence by our commitment to respect, protect and promote human rights. Our objectives are: a strong start for all children, every student realising their potential, fair and safe workplaces and communities, capable people delivering our vision. Our vision is one of equity and excellence in a progressive, high performing education system that realises the potential of every student.

For more information about the department, please visit our website at [www.qed.qld.gov.au](http://www.qed.qld.gov.au)

### Your opportunity

As the Principal Advisor, you will:

- Provide high quality services to schools in the region to improve learning outcomes for students with diverse learning needs.
- Support delivery of evidence-based strategies and approaches to build more inclusive school learning environments.

The Principal Advisor reports to the Nominated Supervisor, Nominated Branch/Region, Nominated Division.

### Your role

Responsibilities include:

- Work collaboratively with regional offices to shape strategic thinking to promote and support delivery of inclusive practices in schools.
- Build skills and knowledge of classroom teachers and school leadership teams in accordance with the Disability Standards for Education 2005, so that teachers are more capable of identifying and addressing the educational needs of students with disabilities.
- School staff in evidence-based strategies required to develop and deliver quality differentiated teaching and learning for students with diverse learning needs in all classrooms.
- Participate in a network of Principal Advisor Inclusion and support the sharing of practices, specific training programs, resources, problem solving and advice.
- Analyse and report on key school improvement data and central office.
- Provide principals and school staff with information and advice regarding campus specific training programs, including the delivery of Quality Schools, Inclusive Leaders (QSIL) professional development.
- Promote and facilitate a regional network to promote the sharing of evidence based inclusive practices to improve learning outcomes for students with disability.



- Provide guidance to school leadership teams in understanding and implementing DoE policy information to facilitate the highest quality pedagogical practices at the point of delivery to students.
- Regular communication with prioritised schools through face to face meetings and multi-media technologies.

#### **Other responsibilities (as required)**

- Other suitable duties, consistent with the duties and responsibilities of the position as directed by the supervisor or nominated delegate.

#### **A mandatory requirement of this role is:**

- Possession of a relevant degree from a recognised tertiary institution or agreed equivalent which, in the opinion of the Director-General, Department of Education or delegate is acceptable and is relevant to the responsibilities of the role.

### **Competencies – How you may be assessed**

[Leadership Competencies for Queensland](#) describes what highly effective, everyday leadership looks like in the public sector. In simple, action-oriented language, it provides a common understanding of the foundations for success across all of our roles within the department.

#### **Vision:**

- Leads strategically – thinks critically and acts on the broader purpose of the system.
- Stimulates ideas and innovation – gathers insights and embraces new ideas and innovation to inform future practice.
- Leads change in complex environments – embraces change and leads with focus and optimism in an environment of complexity and ambiguity.
- Makes insightful decisions – makes considered, ethical and courageous decisions based on insight into the broader context.

#### **Results:**

- Develops and mobilises talent – strengthens and mobilises the unique talents and capabilities of the workforce
- Builds enduring relationships – builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes.
- Inspires others – inspires others by driving clarity, engagement and a sense of purpose.
- Drives accountability and outcomes – demonstrates accountability for the execution and quality of results through professionalism persistence and transparency.

#### **Accountability:**

- Fosters healthy and inclusive workplaces – fosters an inclusive workplace where health, safety and wellbeing is promoted and prioritised.
- Pursues continuous growth – pursues opportunities for growth through agile learning and development of self-awareness.
- Demonstrates sound governance – maintains a high standard of practice through governance and risk management.

### **Additional information**

- This role description works in conjunction with the Candidate Information Package.