

Position Description

Education Lead, Early Childhood

Why work with us

Every child and young person deserves a great education.









We have a strategy that aims to unlock every child’s potential now and into the future, one that in partnership with learners, students, parents and the wider South Australian community will build a world-leading public education system. One that is equitable and prioritises learning and wellbeing.

Together we will make our education system the best it can be.

When our children and young people thrive, so do our communities and our state.

Our values

We are part of the South Australian public sector and share the values of:

							
SERVICE	PROFESSIONALISM	TRUST	RESPECT	COLLABORATION & ENGAGEMENT	HONESTY & INTEGRITY	COURAGE & TENACITY	SUSTAINABILITY
We proudly service the community and the South Australian Government.	We strive for excellence.	We have the confidence in the ability of others.	We value every individual.	We create solutions together.	We act truthfully, consistently, and fairly.	We never give up.	We work to get the best results for current and future generations of South Australians.

About this role

The Education Lead, Early Childhood is a key leadership position within the local education team, with significant accountability for driving positive change and fostering continuous improvement across preschools and services for children from birth to age 5 in South Australia. The Education Lead, Early Childhood leads the implementation of strategic priorities for improvement, change and reform in the early years that enable site leaders to achieve impact within their communities.

Working collaboratively with the Education Director and Education Lead, Schools and drawing on significant knowledge and experience in early childhood education, pedagogy and curriculum, strategic use of data to drive improvement strategies and people management, the Education Lead, Early Childhood takes ownership of strategic initiatives, to implement the department's vision for all young children to learn and thrive.

The Education Lead, Early Childhood takes a proactive approach and works with leaders to establish and optimise a networked approach across the education ecosystem and is responsible for establishing and leveraging early childhood communities of practice, alliances and corporate divisions, to facilitate collaboration, shared learning, and collective responsibility across sites to enhance outcomes for young children.



The Education Lead, Early Childhood provides strategic leadership for the implementation of a range of key state and national reform policies and strategies to modernise preschool delivery including implementation of Royal Commission recommendations regarding 3-year-old preschool, kindy care and integrated hubs. This role is instrumental in being a conduit between sites and the centre by actively engaging in multidirectional feedback loops, supporting the approach to preschool improvement and the implementation of the National Quality Standard and Early Years Learning Framework.

The Education Lead, Early Childhood is responsible for facilitating coaching and mentoring relationships across the system that impact the acceleration of leadership development. Working with leaders and People and Culture, the Education Lead, Early Childhood champions workforce development initiatives aimed at strengthening qualification uplift pathways and leadership pipelines across the system. This includes identifying and supporting emerging and existing preschool staff to upgrade qualifications meet critical workforce demands; and to identify teacher and leaders who show the leadership capability and aspiration to move into higher leadership roles and providing support to accelerate their development.

What you will do (key outcomes)

1. Provide strategic leadership for site and collective initiatives across various areas such as curriculum, pedagogy, quality, continuous improvement, reform and priority learners, ensuring their successful implementation across preschools in accordance with the strategy for public education.
2. Provide expert advice to develop pedagogical leadership across sites ensuring that teaching and learning improvement priorities are aligned with strategic objectives and are responsive to local context. Promote and facilitate a networked approach to pedagogical leadership, establishing opportunities for shared learning, collaboration and collective responsibility among site leaders and their leadership teams and to embed exceeding practice in all aspects of the preschool's operations.
3. Provide strategic leadership of state and national early childhood reforms with a focus on initiatives that modernise preschool delivery and early childhood services including, ongoing provision of quality preschool programs 3-year-old preschool, kindy care, early childhood programs and services and integrated hubs and ensuring preschool leaders deliver high quality programs that respond to the changing needs of families and communities and in the context of transformation of preschool delivery in South Australia and the strategy for public education.
4. Demonstrate systems leadership by acting as a conduit between sites and corporate services and building strategic relationships across the ecosystem to actively champion change initiatives across the portfolio to foster a culture of adaptability and resilience. Ensure that preschool leaders are equipped with the necessary knowledge, skills, resources and frameworks to effectively navigate change with their staff teams and community.
5. Provide insights, through data analysis at both the site and portfolio levels, supporting leaders to ensure evidence-based strategies drive targeted improvements. Build the capability of leaders throughout the partnership to effectively utilise data and success indicators to, promptly identify, analyse, address and sustain improvement. Collaboratively develop contextual success measures aligned with the areas of impact to enable leaders to evaluate the progress of their strategic priorities to enhance children's educational outcomes.
6. Cultivate collaborative partnerships across portfolios and with key stakeholders, including local community, industry and key cultural organisations to streamline and navigate the educational pathway. Work collaboratively with the Education Lead, Schools through key



transition points including from preschool to school to ensure a cohesive and continuous educational journey for all children and students.

7. Work with preschool leaders and People and Culture to implement workforce development initiatives aimed at strengthening qualification uplift pathways and leadership pipelines across the system. This includes identifying and supporting emerging and existing preschool staff to upgrade qualifications to meet critical workforce demands; and to identify teachers and leaders who show the leadership capability and aspiration to move into higher leadership roles and providing support to accelerate their development.
8. In collaboration with central teams, local Aboriginal employees and Aboriginal students, lead system-wide and contextual responses to the department's Aboriginal Education Strategy, Closing the Gap and the Reconciliation Action Plan that enhance educational outcomes for Aboriginal learners.
9. Provide critical and expert support and advice to ensure compliance with the Education and Early Childhood Services National Regulations in order to meet department expectations for high quality in every preschool and take active steps to minimise risks to children, staff and the department associated with non-compliance.
10. Lead by example in maintaining a safe and healthy working environment, by proactively supporting leaders to manage psychosocial risks, including job demands and resources, and encouraging proactive reporting and responses to incidents, hazards, and injuries.

The Capabilities you will bring (key competencies):



- **Strategic Leadership & Innovation:** Demonstrates visionary and accountable leadership experience that aligns with the strategy for public education, encouraging innovation and sustainable success. Extensive leadership experience is required to mentor and coach site leaders, actively contributing to their development while ensuring that strategic priorities are met.
- **Resilience:** Demonstrates perseverance in the face of adversity, coupled with adaptability and flexibility. Effectively turns challenges into opportunities for growth and improvement.
- **Collaboration:** Fosters and leads a networked approach to collaboration, ensuring that site-based staff are empowered to work together to share knowledge, resources, and effective practices for collective impact.
- **Evaluative Thinking:** Ability to understand, analyse and use data to create insights that inform and enhance decision-making and targeted improvements and to evaluate their impact over time.
- **Reasoning and Strategic Agility:** Actively seeks out and identifies evidence-based and innovative solutions to achieving identified goals and priorities; engages in active problem solving drawing on critical and creative thinking, together with discernment to support leaders to respond and adapt to their context.
- **Change Management & Advocacy:** Demonstrated success in leading change, advocating for the inclusion of multiple and diverse perspectives and building collaborative partnerships that drive positive transformation.
- **Effective Communication & Stakeholder Engagement:** Demonstrated ability to listen empathically, influence, negotiate and support key stakeholders. Develop compelling communication, with clarity and purpose, to convey key messages, effectively engaging multiple stakeholders, with often competing demands, and ensuring their needs and perspectives are valued and addressed.
- **Cultural Responsiveness & Advocacy:** Demonstrate culturally responsive leadership and advocate for equity for Aboriginal learners, ensuring that educational practices are inclusive, respectful, and aligned with the desires of Aboriginal communities. Ability to advocate for systemic change, build meaningful partnerships, and foster a culture of continuous learning to enhance cultural safety.



Who you will work with (key relationships)	Qualifications
<ul style="list-style-type: none"> • Schools and Preschools division leadership team particularly education directors; Education Lead, Schools; corporate leaders, and site leaders in preschools and schools. • Representing the department in steering committees and participation in state and national forums. • Liaising with a range of community groups, non-Government organisations and other government departments. 	<p>Essential: A tertiary qualification in education and/or related fields.</p> <p>Desirable: Tertiary qualifications in Early Childhood education</p>

Corporate responsibilities	Special conditions
<p>Keep accurate and complete records</p> <p>Act appropriately in line with the Public Sector Code of Ethics at all times</p> <p>Support diversity and promote an inclusive workplace for everyone</p> <p>Maintain a commitment to Work Health and Safety legislative requirements</p>	<p>A current driver's license and the willingness to drive is a requirement</p> <p>You may be asked to work out of hours</p> <p>You may need to travel within or outside South Australia</p> <p>You need to achieve mutually agreed performance goals as negotiated and mutually agreed with the Education Director</p> <p>You must have a current Working with Children Check</p> <p>You must do Responding to Risks of Harm, Abuse and Neglect – Education and Care training</p> <p>You must be an Australian resident or provide evidence you have a current work permit</p>

Position title	Education Lead, Early Childhood
Classification	S121-5
Division	Schools and Preschools
Directorate	Local Education Team
Location	Multiple - 31 FTE across state
Reports to	Education Director
Direct reports	Nil
Role description date	September 2024

Assessed by: Rachel Linton People and Culture Lead		Approved by: Peter Kelly Deputy Chief Executive, Schools and Preschools	
Date: September 2024		Date: September 2024	

