

CANDIDATE BRIEFING DOCUMENT

HEAD OF STUDENT OUTCOMES

October 2023



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Our Story

SASY was founded in 2016 by Maria La Pietra, Nic Pellegrini and Rosie Stavrou. All three founders still work at SASY today and we have them to thank for this amazing space. We also acknowledge everyone who has joined them at the school since then to help build it into what it is today - it takes a village!

The school was established at 30 Chesser Street across three storeys and was officially opened by Hon. Martin Haese on 6 May 2016. We had 16 students enrolled in our first year and 16 staff were employed.

The school has now grown to 200 students in 2023, with 50 staff employed, four fully functioning sites on Chesser Street and has seen the Introduction of four student Hubs: Connect, Ignite, Inspire & Empower. The SASY Way holistic pedagogical framework has been introduced and is being embedded across the school.

A Holistic Approach

At SASY, we acknowledge that academic and personal growth best occurs in a safe and supportive environment where physical, emotional, cognitive and behavioural issues are addressed as part of a holistic learning approach.

We understand for most children, moving from pre-school through to the senior years is a normal rite of passage. However, for the students who arrive at SASY, school has typically been a negative experience along a road marked by mental health, trauma and disruption.

The Australian education system provides an excellent option for most students; however, young people who have experienced trauma through neglect, abuse and family violence can encounter a real struggle to fit within the mainstream school system.

Traumatic experiences can lead to disengagement in school and learning. Research shows that trauma can adversely affect how the brain develops and can impede on a child's capacity to concentrate and learn, affecting the rest of their lives. That's where we come in.

SASY students need opportunities in preparing to re-engage in learning and to feel safe and secure. Wellbeing and learning are holistically intertwined throughout all aspects of the school, which are personalised, individualised and differentiated to encourage, support and maximise student development in emotional regulation, self-awareness and readiness to learn.

Some examples of wellbeing needs that can be supported at SASY include homelessness and connecting students with housing services, AOD programs, case management, home visits and Outreach Services, mental health referrals and psychologist appointments, case management, assisting with Centrelink and NDIS claims, work experience connections and transport.

At SASY we believe that learning extends beyond the classroom, and we encourage our students to adopt an explorative approach to their education, and experience and try as many things as possible.

For more information visit www.sasy.sa.edu.au

Message from our CE



SASY is a great school, having real impact for those who need something different. We are entering an exciting period that will determine the school's future for the medium to long term.

The Specialised Assistance School for Youth (SASY) is a fee free independent secondary Specialised Assistance School operating specifically for disengaged young people who have complex needs between the ages of 13 and 25. We offer a safe place for young people to reignite their learning through holistic practices that support their health and social emotional wellbeing as the precursor to personal growth and community engagement.

We currently have 200 students enrolled, 55 staff, and 4 Adelaide CBD buildings. Over the 7 years since opening our doors we have had fantastic success reconnecting young people who have not thrived in mainstream education.

SASY is innovative in its practice, flexible and responsive in its delivery, and focuses on providing an environment which enables young people to recognise and achieve their potential. Through research and practice, SASY's unique approach to re-engaging young people is made up of the following four components: holistic learning, restorative practice, trauma informed practice, and an inclusive community.

We acknowledge that academic and personal growth best occurs in a safe and supportive environment where physical, emotional, cognitive and behavioural development is supported as part of a holistic learning approach. As such, wellbeing and education is holistically intertwined throughout all programs, which are personalised and differentiated to encourage, support and maximise student development in emotional regulation, self-awareness and readiness to learn.

In this context we are genuinely excited to be searching for an outstanding, values driven, person centred, candidate to fill the position of Head of Student Outcomes. The Head of Student Outcomes will provide leadership to our four hub teams, supporting the Team Leaders to plan, deliver, and review their learning and wellbeing initiatives. The role leads daily operations, oversees the school's curriculum governance, and contributes towards our strategic plan.

I find SASY to be an organisation that is welcoming, caring, inclusive and strongly committed to its values. Critically, we are dedicated to our core vision to create a caring environment where disengaged young people with complex needs are connected through holistic educational experiences that improve wellbeing and reignite their interest in learning. The role of Head of Student Outcomes is critical to achieving our vision, enacting our values, and building towards the future, therefore I sincerely thank you for your interest in the role.

Kind regards

David Wild
Chief Executive

The Advertised Role

HEAD OF STUDENT OUTCOMES

- Key Senior Leadership role
- Education Sector

Established in 2016, the Specialised Assistance School for Youth (SASY) was the first school of its type in South Australia registered as a Special Assistance School as articulated in the Australia Education Act that provides an alternative educational setting for students.

SASY caters for students in Years 8-12 whose needs are better met by learning structures that may not be available in mainstream schools. As a non-government school, SASY follows the national curriculum and SACE, operating within the regulatory framework of the state and Australian Government legislation and is registered by the Education Standards Board (SA).

The SASY Board and staff are committed to engaging with disengaged young people through a tailored, holistic, and person centric focus on their education and wellbeing. SASY now seeks to appoint a highly credible Head of Student Outcomes whose role will be to ensure the management and daily operations of SASY's hub teams as they support improved levels of wellbeing and learning for students at SASY.

Reporting to the Chief Executive, this key leadership role works collaboratively as a member of the Senior Leadership team and the broader staff group to lead staff's wellbeing, motivation, and performance to deliver positive outcomes for SASY's young people, while also overseeing the site's curriculum governance.

You will have a passion and respect for the values of SASY and serving the community, bring highly developed team building, management and mentoring skills, and demonstrated senior leadership experience in schools. You will have significant experience working with vulnerable young people, as well as a thorough knowledge of the theories relating to the impact of adverse childhood experiences and the ways services such as health and education can support a young person to thrive. The successful candidate will be a registered Teacher and will require a Responding to Abuse and Neglect (RAN-EC) certification and Working with Children Check.

The Position Description and Candidate Briefing Document is available on the VUCA website, www.vuca.com.au/sasyhso-2. For any further enquiries you can phone Paul Bell, VUCA Senior Associate during business hours on 0412 552 302. **Please forward a letter of application, outlining your motivation for this role and suitable experience together with a current CV in MS Word format to sasyhso@vuca.com.au by Sunday 22 October 2023.**

Position Description

Role Details

Job title:	Head of Student Outcomes	Department:	Student Outcomes
Reports to:	Chief Executive	Branch:	Student Outcomes

Role Purpose

The Head of Student Outcomes is accountable to the Chief Executive. This key leadership role works collaboratively as a member of the Senior Leadership team and the broader staff group to lead staff's wellbeing, motivation, and performance to deliver positive outcomes for SASY's young people.

The Head of Student Outcomes leads and drives the day-to-day implementation of "The SASY Way", including inspiring and supporting staff to develop innovative and impactful ways of engaging, teaching and supporting disengaged students with complex social and emotional challenges that result in improved learning and wellbeing outcomes. This includes facilitating an environment where students can maximise their learning and wellbeing simultaneously via holistic learning, wellbeing supports, collaborative programs, and individual learning.

The role also provides curriculum governance and leadership to staff, whilst ensuring all education compliance matters are upheld.

Key Objectives

- Develop a culture of positive teaching, learning, and student supports that considers the diversity and inclusion of all SASY staff and young people.
- Provide effective leadership to Hub Team Leaders, including supporting Hub team planning, performance management, coaching and mentoring.
- Provide support to staff to address day-to-day student or parent/carer challenges that arise, drawing from the SASY code of conduct, policies, procedures, and The SASY Way. Then escalating to the Response Team and Head of Professional Practice if critical/high risk.
- Provide educational/curriculum governance and leadership to staff, with student wellbeing as the core value.
- Collaborate effectively with Senior Leadership to work together as a united group.
- Write, implement, manage, and review specific processes and policies that guide SASY's day-to-day operations, including curriculum governance/compliance.
- Manage the development and delivery of day-to-day SASY programs and individual supports that are aligned to "the SASY Way" for students and the community.
- Collaborate with the Head of Professional Practice to inform professional development of all staff, including the development, delivery, and curation of in-house staff professional development.
- Manage the enrolment process, ensuring the needs of students can be met by SASY.
- Manage outreach programs to ensure students remain engaged with SASY.
- Provide information and reports to the Board via the Chief Executive.
- Collaborating with the Chief Executive, Senior Leadership, and the Board, the role will be part of the review and implementation of SASY's strategic priorities.
- Collaborate with Work Health and Safety representatives, Senior Management, and other relevant staff to oversee risk reduction and the responses to incidents.
- Demonstrate, promote, and lead actions that enact the SASY values and vision, including but not limited to activities that promote the wellbeing of staff and students alike.

Key Relationships and Areas of Influence

- Senior Leadership Team: collaborate to plan and deliver current and future operations for maximum social impact.
- Hub team leaders: provide mentoring in best practice, consistency and the provision of programs that meet “The SASY Way”, compliance and student requirements.
- Middle Leadership Team: assist in the implementation of day-to-day operations.
- External stakeholders: develop and leverage industry connections to assist SASY’s operations.
- School community: communicate with parents and caregivers, contribute to sessions and workshops.
- Students: build positive relationships with boundaries, that build trust and engagement in learning and counselling.

Role Specific Competencies

Please also specify required level:

*Skills – Basic, Routine, Competent, Advanced, Highly Developed
Knowledge – Elementary, General, Working, Specific, Specialised*

• Knowledge of Middle School Australian Curriculum and/or subject specific SACE curriculum development and delivery	Specialised
• Mentoring, coaching and leadership skills	Highly Developed
• Implementation of programs for disengaged young people	Advanced
• Skills in integrating technology into learning outcomes	Advanced
• Problem solving and conflict resolution skills	Highly Developed
• Communication and influencing skills	Highly Developed
• PC skills including Microsoft Office suite of products, PC schools	Advanced
• Knowledge of cross-cultural diversity, mental health & disability	Advanced
• Planning, scheduling and organisational skills	Highly Developed
• Stakeholder engagement skills	Advanced

Essential Role Requirements

- Registered Teacher – minimum Bachelor’s Degree of Education, coupled with previous experience working with marginalised youth
- Thorough knowledge of the theories relating to the impact of adverse childhood experiences and the ways youth services (health and education) can support a young person to thrive.
- Current drivers’ licence
- Responding to Abuse and Neglect (RAN-EC)
- WWCC clearance (working with vulnerable children)
- First Aid certificate (this can be completed at SASY)

Desirable role requirements:

- Understanding of VET
- Understanding of Holistic Learning, Trauma Informed Care, Restorative Practices, Inclusion, and the social determinants related to young people’s mental health challenges and experiences.

Other Conditions

- Participate in professional development that improves staff skills and knowledge related to Trauma informed practices and growth mindset to improve student personal and academic outcomes.
- The preferred candidate will be required to undergo satisfactory pre-employment checks, including; two professional referees, pre-existing medical (including alcohol and drug testing) and psychological testing, and provide proof of identify, a valid Working with Children Check, and proof of qualifications.
- All Terms and conditions of employment are in accordance with your employment agreement and SASY policy and procedures.
- Superannuation will be paid according to Superannuation Guarantee into a compliant fund of your choice or into NGS Superannuation Fund.
- SASY staff are offered the opportunity to participate in Salary Sacrifice.
- All staff have access to the Employment Assistance Program.
- Some out of hours work may be required for school-based activities or professional development.

About us

Specialised Assistance School for Youth (SASY) is a fee free independent secondary Specialised Assistance School (SAS) operating specifically for disengaged young people who have complex needs between the ages of 13 and 25. We offer a safe place for young people to reignite their learning through holistic practices that support their health and social emotional wellbeing as the precursor to personal growth and community engagement.

SASY is innovative in its practice, flexible and responsive in its delivery, and focuses on providing an environment which enables young people to recognise and achieve their potential. Through research and practice, SASY's unique approach to re-engaging young people is made up of the following four components: holistic learning, restorative practice, trauma informed practice, and an inclusive community.

We acknowledge that academic and personal growth best occurs in a safe and supportive environment where physical, emotional, cognitive and behavioural development is supported as part of a holistic learning approach. As such, wellbeing and education is holistically intertwined throughout all programs, which are personalised and differentiated to encourage, support and maximise student development in emotional regulation, self-awareness and readiness to learn.

Across SASY's individual and collaborative learning, we support the development of what we call the SASY 5 Cs; character, culture, capacity, connection and celebration, which is specifically designed to develop young people at SASY into lifelong learners, who are reconnected, with a newfound meaning and purpose and increased holistic wellbeing.

We believe that all young people have the right to learn and be supported with personalised care, fair assessment, collaborative learning programs, practice critical and creative thinking, find their voice, and actively engage in the community as an individual with a positive sense of self.

Our vision and values

VISION:

To create a caring environment where disengaged young people with complex needs are connected through holistic educational experiences that improve wellbeing and reignite their interest in learning. Our values underpin our every decision:

VALUES:

- RESPECT – For self and others, including both character and culture.
- TRUST – Be honest, sincere and seek the truth.
- ACCEPTANCE - Respect and welcome others' diversity.
- RESILIENCE – Care for self and others as we build our capacity and try new things.
- CONNECTION – Nurture authentic relationships to self, others, and our environment.
- CELEBRATION – Sharing opportunities, achievements, and ideas with others.

CULTURE:

We are very proud of the culture we have nurtured from SASY's beginnings. At its core is; collaboration, inclusion, an enduring commitment to the wellbeing of young people and a shared passion for learning and teaching. We focus on a purposeful culture that extends collaboration, builds leadership, has honest conversations, is agile, where everyone feels accountable and empowered to be creative in their work. As we continue to grow, we will keep on building a place of belonging that encourages, supports, and celebrates diversity.

Ethics and Safety Commitments

All employees are expected to become acquainted with, and work in accordance with all SASY and statutory policies, standards, and procedures. This includes any changes or amendments SASY may make to the policies from time to time. This includes, but is not limited to:

- WHS Act and policies
- Financial authorities and procedures.
- Appropriate use of information and systems.
- Department of Human Services 'Working with children' obligations.
- 'Responding to abuse and neglect' obligations.

Living & Working in Adelaide, South Australia

Adelaide is one of the most liveable cities on the planet. It is well known for its arts festivals, fine foods and wine, retail and dining experience and spirit of entrepreneurship and innovation. It has an advanced economy, world class universities and a flourishing multicultural heritage. Adelaide is the traditional home of the Kurna people and has a strong indigenous culture today.

LIFESTYLE

Adelaide is known for its **Mediterranean style climate**, where the weather is pleasant and moderate most of the year. Year-round big blue skies mean average winter temperatures of 16 degrees Celsius (°C) and 28°C in summer. Hot days can be real sizzlers and easily reach 40°C though!

Adelaide is a city that offers the physical and emotional space to breathe. There is a sense of freedom here – of expression, of movement, of thought. With a **diverse and eclectic array of accessible experiences**, it's a city that allows time for immersion, paired with a sense of space and freedom that actively encourages true indulgence.

The Adelaide Hills which are home to many villages, towns, wildlife parks and natural resources to explore, are less than half an hour drive from the City Centre. You'll never be far away from some of the most **pristine beaches** and water sanctuaries in the world, with almost 30km of beaches bordering Adelaide. Our beaches are famous for the beautiful waters and wide sandy foreshores. Beachside areas like Glenelg, Brighton and Henley Beach are only 15 minute drives from the City and offer **cosmopolitan hearts with retail and dining opportunities**. Within short drives from the city centre are Port Willunga where you can scuba dive in natural and man-made reefs, Port Adelaide where you can frolic with dolphins and St Kilda where you can wander the mangroves and natural reserves, also home to Dolphins and other Australian fauna.

A number of international measures rate metropolitan Adelaide highly for liveability, quality of life and cost of living. The Economic Intelligence Unit undertakes an annual Liveability Ranking and Overview of 140 cities around the world and Adelaide has in recent years consistently ranked 5th in the world. The Property

Council of Australia undertakes its own annual survey on liveability of Australia's top 10 biggest cities. In this survey Adelaide is ranked second only to Canberra, our nation's capital, and above all other capital cities. The Mercer Quality of Living Survey compares global cities and is primarily used to inform multi-national companies regarding optimal office locations and employee conditions. Adelaide was most recently listed as 29th in the World and has consistently ranked highly in this survey. Mercer's Cost of Living Report measures the comparative cost of over 100 items and Adelaide continues to outperform other Australian Capital Cities in this report

REGIONAL EXPERIENCE:

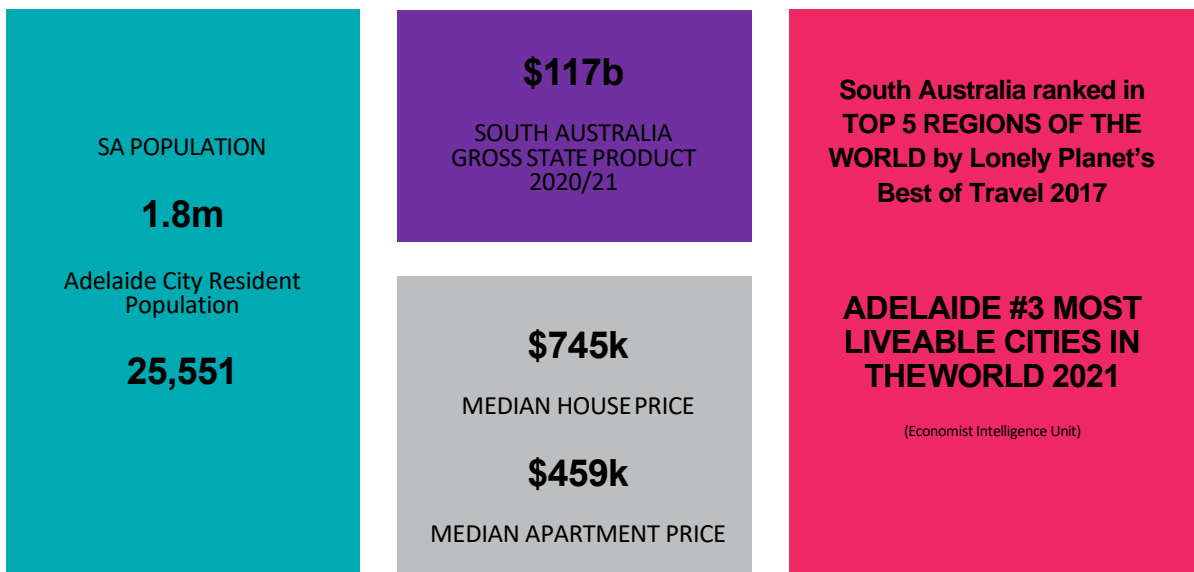
The regions surrounding Adelaide offer a unique experience with gourmet food offerings, internationally renowned wine, villages to explore and wildlife and natural attractions.

Adelaide is a city that lives well beyond its conveniently designed square mile epicentre, flowing seamlessly into world-famous wine and food regions such as Barossa, just an hour's drive north, or coastal escapes in the Fleurieu or Yorke Peninsula. You'll be spoilt for choice.

Travel another hour north and you'll reach the Clare Valley, which is famous for its Rieslings. The Adelaide Hills has some stunning whites and there's McLaren Vale and Langhorne Creek on the Fleurieu Peninsula – about an hour's drive south of the city. Drive yourself or join a guided tour of Adelaide and its surrounds - the choice is yours. Take a road trip and discover the reds from the Coonawarra on the Limestone Coast.

Kangaroo Island is an iconic destination, just two hours' drive and a short ferry ride south of Adelaide. It has pristine beaches, unique wildlife, awesome sunsets and fantastic food and wine.

South Australia & Adelaide, Fast Facts



One of the world's most liveable cities

Adelaide offers a relaxed, easy-going lifestyle, and is rated as one of the top 3 liveable cities in the world (Economist Intelligence Unit). It is located in a beautiful region of South Australia, which is also ranked in the top 5 of the world's regions.

Australia's most affordable mainland capital

Your money will go much further in Adelaide. Studies show it costs 18% more to live in Melbourne and 30% more to live in Sydney than Adelaide. Adelaide is around 11% cheaper than Brisbane and Perth, meaning you will have more money to discover Australia during your weekends and holidays.



Contact Information

For a confidential discussion regarding the Head of Student Outcomes position, please contact VUCA Senior Associate, Mr Paul Bell on 0412 552 302.

Applications, including your current CV and a letter of introduction are to be forwarded in Word format to sasyhso@vuca.com.au

Applications close 5pm Sunday 22 October 2023.

Important Information

Please note that VUCA Trusted Advisors believes that while the information contained in this document is true to the best of the Company's knowledge at the time of writing, such information may change without notice. Further, the information herein is the property of the Company and must not be published or attributed unless explicitly agreed.